

SYMPOSIUM FOR FRANCOPHONE WOMEN

**REPORT
February 1986**

Council for Franco-Ontarian Affairs

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Ontario

Le Conseil
des Affaires
franco-ontariennes

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February 28, 1986

The Honourable Bernard Grandmaître
Minister Responsible for Francophone Affairs
17th floor
777 Bay Street
Toronto (Ontario)
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Honourable Minister,

I have the pleasure of submitting to you the Report of the Symposium for Francophone women, held in Toronto, October 25 and 26, 1985.

It is hoped that all Ministers will find in this report the necessary source of inspiration to improve the quality of life of Ontario's Francophone women and thus respond to the needs and expectations of some five hundred of them who gathered in Toronto, from every part of the Province, to voice their opinions.

L. G. Charron

Laura G. Charron
La présidente

TABLE OF CONTENTS

FOREWORD	1
HISTORY	3
EVENTS	4
GENERAL RECOMMENDATION	5
SUMMARY OF DISCUSSION WORKSHOPS	6
Francophone Women as Heads of Households	7
Francophone Women and the Workplace	9
Francophone Women and Health	13
Francophone Women and Society	17
Francophone Women and the Economy	23
Francophone Women and Violence	29
Francophone Women: Training and Technology	32
Francophone Women and Politics	35
Francophone Women and Religion	37
Francophone Women and Aging	39
Francophone Women: Family and Constitutional Law	42
Young Francophone Women	44
CONCLUSION	48
APPENDICES	
Appendix A: Summary of recommendations	52
Appendix B: General data on Francophone Women in Ontario	76
Appendix C: List of participants	109

FOREWORD

The "Symposium pour la femme francophone 1985", a symposium for Francophone women, was the first Francophone meeting of such scope to be held. The participation of so many women from all corners of the province made it a great success. About 500 women attended this meeting, making it the first time ever Francophone women had displayed such mobilization and desire for self-assertion and future development. The feeling at this symposium was one of elation at taking part in an unforgettable event, one which opened the door to a new era for Franco-Ontarian women. Moreover, the presence of the media, both through radio broadcasts and live telecasts, gave all Francophones across the province an opportunity to see just what the Ontario Francophone community could achieve and what the first "Symposium pour la femme francophone de l'Ontario 1985" had set as its objectives.

The recommendations presented here are the results of a growing awakening of the socio-political and socio-cultural conscience among Ontario's Francophone women. While this conscience has always been present, it was often curbed in the past by linguistic, social, economic and cultural imperatives.

The main objectives of this report are as follows:

- i) to provide a summary of the discussions and recommendations of the Symposium's twelve workshops;
- ii) to serve as an instrument of intervention for the ministries concerned by this report;
- iii) to provide quantitative and qualitative information on Francophone Women in Ontario;
- iv) to provide a Symposium Directory and a list of Ministers, Ontario Members of Parliament, and Coordinators of French-Language Services.

During the Symposium, the Council for Franco-Ontarian Affairs agreed not to modify the content of the recommendations. In this report, it has respected its commitment.

It is worth noting that this report contains recommendations, not resolutions. While resolutions are global decisions requiring unanimous assent from all parties, recommendations are requests/advices with particular emphasis and, as such, do not require general approval.

We must also express our thanks to all the Francophone women's associations for their collaboration, to the media for their impressive coverage of the event, the speakers for their excellent presentations, in particular Madame Simone Veil, Madame Huguette Labelle, and Madame Yolande Grisé, the leaders, resource persons and workshop discussion recorders without whom this report would never have been completed, and of course, to all the Francophone women who took part in the Symposium and who submitted the recommendations presented herein.

HISTORY

The status of Francophone women in Ontario has always been an important concern for the Council for Franco-Ontarian Affairs. As early as 1982, it was one of CAFO's priority issues. The Council became involved at that time in assembling resource material on Francophone women and taking part in various meetings and conferences so as to keep up-to-date on the questions concerning women in general, and Franco-Ontarian women in particular.

The statistical research carried out by the Council served to reveal the real, on-going problems faced by Franco-Ontarian women. The needs of these women were made evident and consequently identifiable.

In 1984, the Council decided to organize a symposium for Francophone women. In response to a request for cooperation from the Comité d'organisation d'une rencontre de femmes ontariennes (CORFO), a Planning Committee was created, made up of CORFO and of representatives from: the "Union culturelle des Franco-Ontariennes" (UCFO), the "Fédération des femmes canadiennes-françaises" (FFCF), "Direction Jeunesse", the "Fédération des aîné(e)s francophones de l'Ontario", "Action-Éducation femme", the "Conseil du statut de la femme", the "Direction générale des femmes", and from the ministries of Education and of Colleges and Universities. Many meetings were held to plan the symposium and determine the objectives. Furthermore, the Council assumed the responsibility for obtaining the necessary funds for the symposium.

As a result of the intensive long-term efforts on the part of the Council, the permanent staff and the Planning Committee, the "Symposium pour la femme francophone 1985" was finally held in Toronto on October 25 and 26, 1985.

EVENTS

On October 25, at the first general session, Madame Huguette Labelle, Associate Secretary to the Federal Cabinet and Deputy Clerk of the Privy Council, delivered an address which dealt with issues of interest to Francophone women.

Later, a social and cultural event was held to officially launch the Symposium. The Présidente of CAFO cordially welcomed the many participants as well as all the officials who had come to offer their support to the Francophone women of Ontario.

The following remarks opened the meeting:

"Here we are, nearly 500 women, from all across the province, who join together to discuss, plan and prepare for our future..."*

The tone was set, enthusiasm reigned supreme, all heightened by the recitation of a poem by Madame Lisette Brochu, an excellent speech delivered by Madame Simone Veil, Member of the European Parliament, and an address from Monsieur Bernard Grandmaître, Minister responsible for Francophone Affairs. Following dinner, entertainment was provided, affording the participants an opportunity to relax, to prolong the evening's good mood and to reminisce with pride on their cultural origins.

Saturday, October 26th, the participants headed for the discussion workshops of their choice. During breakfast and lunch time, Mr. Ian Scott, Minister responsible for the Status of Women in Ontario, and Mrs. Lily Munro, Minister for Citizenship and Culture, addressed to participants. Their allocutions were followed by a speech given by Madame Yolande Grisé, Director, Research Institute in French-Canadian civilization, University of Ottawa, entitled: "Vivre au féminin français en Ontario".

Later in the afternoon, after a day of discussion and deliberation, the participants attended a plenary session to put forth the recommendations from each workshop on the one hand, and, on the other hand, to submit a general recommendation to CAFO. This general recommendation is in actual fact presented at the beginning of this report as CAFO took immediate steps to strike the ad hoc committee.

* Symposium opening speech

GENERAL RECOMMENDATION

WHEREAS this symposium has brought together women's groups and non-affiliated women for the first time;

WHEREAS the recommendations that have been made are crucial to improving the living conditions of Francophone women;

WHEREAS the work accomplished at this symposium must be continued; and

WHEREAS Francophone women in Ontario must have a strong voice,

WE RECOMMEND THAT WITHIN THE NEXT THREE MONTHS, CAFO CREATE AN AD HOC COMMITTEE RESPONSIBLE FOR:

- a) FOLLOWING UP ON THE SYMPOSIUM;
- b) PARTICIPATING IN THE PREPARATION OF THE REPORT TO THE GOVERNMENT; AND
- c) CREATING A COALITION OF WOMEN GROUPS AND NON-AFFILIATED WOMEN THAT WILL BE THE VOICE OF FRANCOPHONE WOMEN IN ONTARIO.

S U M M A R Y

O F

D I S C U S S I O N W O R K S H O P S

WORKSHOP: FRANCOPHONE WOMEN AS HEADS OF HOUSEHOLDS

Workshop leader: Jacqueline Pelletier
Resource persons: Liliane Rivet - Diane Vachon
Recorder: Lorraine Marois-Gingras

This workshop was attended by women from all over the province. Three-quarters of the women were heads of single parent families; half came from Northern Ontario while the other half was divided between Eastern and Southern Ontario. Most had one or two children, and many were unemployed. Some received no support whatsoever while others received support on an irregular basis.

Very animated discussions took place on a variety of subjects, the main ones being a double job load (work inside and outside the home), socio-economic difficulties, professional retraining, and intellectual and emotional loneliness. Prior to the discussion, Diane Vachon, the resource-person, described the situations existing in two different regions of the province, Prescott and Russell and Ottawa-Carleton. Using statistics, she showed just how difficult the socio-economic situation of a Francophone woman, head of a single parent family, was in both an urban and a rural area.

The entire problem of job retraining was tackled. "The price to pay" for a possible return to studies (costs, timetables, day care, travel, health, etc.) was brought into question since this training or upgrading does not in itself ensure a better-paying job. Discussion also focussed on available resources such as grants, job service programs and allowances, as well as on the deficiencies existing in the distribution of information on these resources.

Next, Liliane Rivet, resource-person for the Sudbury region, spoke of the women's groups for single parents which have been organized to provide a certain moral support for those women who feel isolated and lonely, alone with their problems, and who need to regain confidence in their own abilities. These initiatives are proving very successful.

RECOMMENDATION I

WHEREAS

We have programmes that provide training and financial assistance to welfare recipients, and yet,

- Four out of every ten Canadian families headed by women are below the poverty level; and
- Fifty per cent (50%) of Francophone women in Ontario who are single parents have an annual income of less than \$10 000.
(National Welfare Council, October 1985)

WE RECOMMEND

THAT THE ONTARIO MINISTRY OF COMMUNITY AND SOCIAL SERVICES MAKE AVAILABLE TO ALL LOW-INCOME SINGLE PARENTS, INCLUDING THOSE IN THE WORK FORCE, A PROGRAMME IN FRENCH, SIMILAR TO THE EMPLOYMENT SUPPORT INITIATIVE PROGRAMME CURRENTLY OFFERED IN VARIOUS PARTS OF THE PROVINCE, AND HAVING AS ITS OBJECTIVE AN IMPROVEMENT IN THE ECONOMIC SITUATION OF SINGLE-PARENT FAMILIES; AND

THAT THE MINISTRY OF COMMUNITY AND SOCIAL SERVICES COVER ACTUAL TRAINING-RELATED EXPENSES (I.E., TRAVEL, CHILD CARE SERVICES, TUITION, AND CAREER PLANNING).

THIS PROGRAMME SHOULD PROVIDE A LIVING ALLOWANCE (FOR SHELTER, FOOD, CLOTHING AND SO FORTH).

RECOMMENDATION II

WE RECOMMEND

- a) THAT THE MINISTRY ACT QUICKLY TO ESTABLISH A PROVINCE-WIDE NETWORK OF CHILD CARE SERVICES; AND
- b) THAT, WITHIN THIS NETWORK, SERVICES BE AVAILABLE IN FRENCH THROUGHOUT THE PROVINCE.

WORKSHOP: FRANCOPHONE WOMEN AND THE WORKPLACE

Workshop leader: Jacqueline Lévesque
Resource person: Carmen Paquette
Recorder: Suzanne Beaubien

The workplace has traditionally reserved certain jobs for men and certain jobs for women. As a result, in many cases, the so-called "women's jobs" were less well paid than the so-called "men's jobs" even when they were comparable in regard to certain criteria such as the qualifications required for the position. It is now time to recognize equality in the workplace through equal wages for work of equal value and to set up the necessary mechanisms to check persisting injustices.

Part-time work is mainly a reality for women. It has some advantages but, whether the women are there by choice or not, it also has its disadvantages, and women must be aware of its consequences. The Government must promote better protection for part-time female employees by encouraging every employer to grant their part-time staff equal status with the full-time employees.

While incentive measures do not necessarily guarantee that the objectives will be attained, our Government must nevertheless exercise leadership and pursue its efforts to convince the private sector of the importance of affirmative action programs. Actions, not words, are now needed, together with concrete measures to ensure the success of these programs and enhancement of women's resources whose value has been too long overlooked.

Women in the work force who take maternity leave for any length of time are generally penalized from the point of view of their career. The unemployment insurance benefits they receive are less than their regular salary; their seniority is affected, and their access to benefits is sometimes made more difficult. The basic principle to be propounded is that both parents are equally responsible for their childrens education. The necessary mechanisms in support of this principle must be put in place. The entire question of maternity leave deserves special attention and separate administration.

Many women, whether they be full-time or part-time workers, or whether they work in the home, do not have access to a pension plan. Statistics show how elderly women are living below the poverty line. It is urgent that all these women have access to a pension plan and that they be ensured of legitimate well-being at retirement age.

RECOMMENDATION I

WE RECOMMEND

- a) THAT THE PAY EQUITY ACT CURRENTLY BEFORE THE HOUSE BE PASSED;
- b) THAT THE GOVERNMENT PROVIDE A MECHANISM FOR COMPARING EMPLOYERS AND EMPLOYEES IN ALL EMPLOYMENT SECTORS UNDER PROVINCIAL JURISDICTION; AND
- c) THAT ALL INFORMATION BE MADE AVAILABLE IN FRENCH AND DISTRIBUTED TO FRANCOPHONE WOMEN IN ONTARIO.

RECOMMENDATION II

WE RECOMMEND

- a) THAT WOMEN BE MADE AWARE OF THE FACT THAT PART-TIME EMPLOYMENT, OFTEN BASED ON THE NEED TO COMBINE WORK AT HOME AND WORK OUTSIDE THE HOME, MAY THEREFORE BE A SOURCE OF EXPLOITATION;
- b) THAT, IN THEIR RESPECTIVE JURISDICTIONS, THE FEDERAL AND PROVINCIAL GOVERNMENTS RECOGNIZE THE VALUE OF PART-TIME EMPLOYMENT BY ENSURING EQUITABLE PARTICIPATION IN, AND ACCESS TO, EMPLOYEE BENEFITS, TRAINING, AND ADVANCEMENT; AND
- c) THAT A PROVINCIAL BODY BE CREATED TO ENSURE THAT THE ABOVE-MENTIONED OBJECTIVES ARE REACHED.

RECOMMENDATION III

WE RECOMMEND

- a) THAT THE ONTARIO GOVERNMENT ENCOURAGE THE PRIVATE SECTOR TO CREATE AFFIRMATIVE-ACTION PROGRAMMES;
- b) THAT THE MINISTRY OF EDUCATION CONTINUE TO PROVIDE FUNDING TO ENCOURAGE SCHOOL BOARDS TO CREATE AFFIRMATIVE-ACTION PROGRAMMES;
- c) THAT EMPLOYERS INVOLVE WOMEN IN THE DEVELOPMENT AND IMPLEMENTATION OF AFFIRMATIVE-ACTION PROGRAMMES;
- d) THAT EMPLOYERS CREATING AFFIRMATIVE-ACTION PROGRAMMES ALSO FORESEE THE ESTABLISHMENT OF CERTAIN SOCIAL SERVICES, SUCH AS CHILD CARE;
- e) THAT EMPLOYERS CREATING AFFIRMATIVE-ACTION PROGRAMMES ENSURE THAT THE PROGRAMMES ARE VIABLE, BY PROVIDING THE HUMAN, FINANCIAL, AND MATERIAL RESOURCES NEEDED TO MAKE THEM A SUCCESS;
- f) THAT EMPLOYERS TAKE WOMEN'S RELATED EXPERIENCE INTO CONSIDERATION IN ASSESSING THEIR QUALIFICATIONS FOR POSITIONS OF RESPONSIBILITY; AND
- g) THAT THE PROVINCIAL GOVERNMENT CREATE A MECHANISM FOR COORDINATING FRENCH-LANGUAGE AFFIRMATIVE-ACTION PROGRAMMES THROUGHOUT THE PROVINCE.

RECOMMENDATION IV

WE RECOMMEND

- a) THAT THE FEDERAL GOVERNMENT ENCOURAGE AND ACKNOWLEDGE THE PARTICIPATION OF BOTH PARENTS IN THE REARING OF THEIR CHILDREN:
 - i) BY ESTABLISHING A CERTAIN NUMBER OF PARENTAL LEAVE DAYS PER YEAR FOR WHICH BOTH PARENTS WOULD BE ELIGIBLE;
 - ii) BY ESTABLISHING LEAVE BENEFITS THAT ARE COMMENSURATE WITH WAGES AND LENGTH OF SERVICE;

- b) THAT MATERNITY AND PARENTAL LEAVE BE ADMINISTERED BY A SEPARATE DEPARTMENT OF THE UNEMPLOYMENT INSURANCE COMMISSION.

RECOMMENDATION V

WE RECOMMEND

- a) THAT THE PROVINCIAL GOVERNMENT ENCOURAGE SMALL AND MEDIUM-SIZED BUSINESSES TO ESTABLISH PENSION PLANS FOR THEIR EMPLOYEES;
- b) THAT WOMEN WORKING FULL-TIME IN THE HOME HAVE ACCESS TO PENSION PLANS COMPARABLE TO THOSE AVAILABLE TO WOMEN WORKING OUTSIDE THE HOME;
- c) THAT EVERY WOMEN BE ENCOURAGED TO DRAW UP AN INDIVIDUAL WILL; AND
- d) THAT, IN THE EVENT OF A DIVORCE, A WOMAN SHOULD RECEIVE AT LEAST HALF OF HER SPOUSE'S PENSION.

WORKSHOP: FRANCOPHONE WOMEN AND HEALTH

Workshop leader: Nicole Lafrenière-Davis
Resource person: Dr. Claire-Lucie Brunet
Recorder: Jacinthe Fraser

Information

Dr. Claire-Lucie Brunet, a family physician, invited to speak answered two questions raised by the participants: "What are the characteristics of a healthy Francophone woman?" and "What is the place of the professional Francophone woman in the health field?"

Women can influence their well being and have a responsibility in this regard. Good health presupposes exercise, a good diet, and no cigarettes or alcohol. You can remain healthy in spite of minor crisis. Being healthy constitutes having a positive attitude to one's mind and body.

More than 50% of medical patients are women. Women suffer from special problems. For example, if they are sexually active they must have an annual PAP test. Women also have more psychological consultations. While men turn more to illegal drugs, women use more prescription drugs.

Women still tend towards the traditional disciplines like family medicine or radiology. There are very few women obstetricians or surgeons. Women nurses and other women professionals must change their own attitudes. In Timmins, for example, only one out of three doctors is a Francophone woman doctor. Young male doctors are more receptive to women than older male doctors.

Observations

The participants were then divided into four groups for discussion of the following points:

- information
- professional training
- prevention
- menopause and stress

After discussion, the participants drew the following factual observations:

- a lack of French-speaking receptionists;
- a lack of French-speaking hospital personnel;
- a lack of French-language courses for nurses;
- a lack of bilingual family assistants;
- a lack of bilingual independent nurses (for home care);
- a lack of information programs in French (brochures, media);
- a lack of francophone family doctors and specialists;
- a lack of preventive medicine in French;
- a lack of provisions and support for women confronted to stress;
- a negative attitude on behalf of some doctors when dealing with "women's" diseases.

Suggestions

- That a permanent service structure be set up to meet the needs of Francophone women at the level of prevention in the area of physical and mental health. The following aspects need to be considered: drugs, alcohol, family, emotional and economic problems. Solutions must be found to promote regional and provincial services.
- That CAFO be asked to impress upon the government the need to develop health related bilingual programmes in institutions such as universities in all parts of the province. CAFO is asked to report on the outcome of this recommendation at the next symposium in 1986.
- That the Ministry of Health strike a committee to study and recommend a restructuring plan for the health system so that prevention of illness and the promotion of health will have the same importance as the treatment of illness and so that development of these promotion and prevention services take into account the needs of Ontario's Francophones.
- The "Accueil médical francophone de Toronto" should receive more financial support.

- Since few, if any, specialized services in French are available in Toronto, "Accueil médical francophone" should offer services 7 days a week, around the clock, and, while the AMF is not widely known, an intensive publicity campaign should be conducted on an on-going basis across the province.
- That French-language mental health community centres be organized aimed at both the prevention and treatment of psychological problems. They could take the form of self-help groups, and courses for young people. The form of the Quebec CLSC (Local community service centres) might be considered and adapted.
- With regard to the training of French-language mental health professionals, that the schools of medicine be asked to reserve certain places for Francophone candidates from remote areas.
- With regard to the great need to inform and educate women, that programs be created to make women more aware of their mental and physical health.
- That community physical and mental health centres be formed in various communities. That these centres focus mainly on the prevention and treatment of problems affecting women, in particular psychological problems. As part of the "prevention" aspect, there should be programs (such as self-help groups, community education groups) on an on-going permanent basis to make women aware of their various problems and to help them come to grips with them.
- That the professional health schools, including medicine, be encouraged to accept Francophone candidates in proportion to existing shortages and regional needs.

Plenary session of the four groups

A consensus is reached and a final recommendation is presented based on the following statement:

Most of the final recommendations examined in the plenary session dealt with prevention, that is, the urgency for Francophone women, who are even more isolated than other women, to take in hand their own health, to become informed (the right to

information is certainly a constant in all the workshops), to assert themselves with their doctor, and to fight against the dependency created by an abusive use of medication. The themes developed in each group as well as the resulting recommendations, clearly demonstrate a remarkable consensus. A formula such as the Odyssée program, for example, would seem to rally all the opinions held.

Other recommendations dealt with the need for training and professional health grants. These recommendations complement or reinforce some of the 24 recommendations given in a recent report of the Ottawa-Carleton Social Planning Council, entitled: Les professionnels francophones dans les services de santé et les services sociaux en Ontario, Rapport de situation, June 1985, 256 King Edward St., Ottawa, K1N 7M1.

RECOMMENDATION I

GIVEN

the importance that Francophone women place on promoting physical and mental health and preventing illness,

WE RECOMMEND

THAT THE MINISTRY OF HEALTH AND THE MINISTRY OF COMMUNITY AND SOCIAL SERVICES:

- a) PROMOTE THE DEVELOPMENT OF A NETWORK OF FRANCOPHONE COMMUNITY HEALTH CENTRES OFFERING A COMPLETE RANGE OF PRIMARY AND SECONDARY PREVENTIVE SERVICES (FOR BOTH PHYSICAL AND MENTAL HEALTH) AND THAT THESE MINISTRIES PROVIDE THE NECESSARY FUNDING; AND
- b) CREATE PROVINCIAL AND REGIONAL FRANCOPHONE ADVISORY COMMITTEES ON WHICH FRANCO-ONTARIAN PROFESSIONAL WOMEN AND CONSUMERS (OF INFORMATION AND SERVICES) ARE REPRESENTED.

WORKSHOP: THE FRANCOPHONE WOMAN IN SOCIETY

Workshop leader: Thérèse Boutin
Resource person: Louise Myner
Recorder: Carole Roy-Harrison

Voluntary work

The subject was introduced with a short history of the volunteer work of Francophone women in Ontario and with a listing of issues of current concern to Francophone women in this regard.

Volunteer work in French Ontario used to be mainly centred on the parish and the community. Their volunteer activities were service-oriented.

Service-oriented volunteer work still predominates, but a commitment-oriented type of volunteer work has appeared, one which involves sitting on committees and boards, taking an active part in the political process. The following question, however, remains: are the different levels of government using volunteer workers to relieve themselves of having to provide many social services?

For Francophone men, on the other hand, volunteer work serves to boost their careers and enables them to acquire a social reputation. Is the same true for Francophone women?

The cutbacks in the Ministry of Health have accentuated the need for volunteer workers in the hospitals. However, it would appear that in some hospitals this situation is likely to infringe upon the rights and job security of the salaried staff. And yet the quality of patient services is greatly enriched by the contribution of the volunteers. The hospital staff and the volunteer workers both need to recognize their specific duties in the delivery of health services.

Moreover, the time has now come to get involved in commitment-oriented volunteer activities, to make a public statement. Several services owe their very existence to these women volunteers who should be duly proud of their contribution.

Volunteer work is not recognized in either Francophone or Anglophone society. "It is understood that it is a pastime for men while for women, it constitutes an integral part of their community devotion". Such thinking has serious repercussions on the young people.

The value of volunteer work thus needs to be enhanced. Government must be asked to encourage welfare recipients, to take part in society through volunteer activities and thus gain a sense of worth. There are many Francophone women who have blossomed and found a sense of self-worth after having "pitched in".

It is necessary to go one step further. Volunteer work is at the very root of our society. It creates services, structures and employment opportunities for the future. It is an action and contact network which answers to a specific need for women to express their views.

Volunteer work is a necessary commitment at the level of "our" provincial policy. There are, however, difficulties at the level of human, technical and financial resources. Women need to be made more aware of their situation, they need to support each other and act to solidify what has been created. The whole question of human and financial resources needs to be given serious attention.

In conclusion, it would appear that Francophone women are primarily involved in service-oriented volunteer activities. Their personal development leads them to a commitment-related form of volunteer work. This natural progression seems to occur on both an individual and group level. There is now the question of recruitment. It seems, on the other hand, that there is a natural need to develop the networks of Francophone women in Ontario. Volunteer work can also open up career opportunities. Having worked at the service level, women are thus better equipped to take administrative decisions which affect that level. They remain in contact with daily reality.

Finally, the question of our society's failure to give official recognition to volunteer work creates a shortcoming which must be addressed. Personal achievements through volunteer activities are an integral part of our resumé as unpaid workers.

Francophone women's groups

What was the traditional purpose of Francophone women's groups in Ontario? What is the specific characteristic of such groups?

The history of Franco-Ontarian women needs to be written because the involvement of these women in the development of Ontario's Francophone society has been of the greatest importance.

We must moreover note the contribution of Franco-Ontarian nuns who undoubtedly helped to build today's Franco-Ontarian society.

Francophone women first became involved in volunteer activities at the parish level, then at the school level, and finally at the level of hospital and social services. There is now a new, a more global form of commitment: professional regrouping of women, business associations, etc...

Francophone women's organizations constitute an awakening vis-à-vis standards of living, the situation and status of women at the level of global information. Advances have been made in the form of associations or groupings and in the form of commitment.

A coalition now needs to be created with an emphasis on individual participation and representation on our desire to participate is very important in this matter. Francophone women must group together to have a voice in dealing with the Government of Ontario: such a coalition will respect the individuality, and participation at each level, of each region and group.

It is also very important that an organizational plan be formulated and that objectives be clearly identified. Several projects concerning the amendment of legislation are long-term ones and require perseverance.

Moreover, it is of vital importance that Francophone women work together. We do not need to re-invent the wheel. Thus it is in our interest to obtain French-language material published by the Ontario Advisory Council on the Status of Women. It is necessary to support other organizations so that we may be supported by them in turn.

One of the problems identified at the moment is the lack of communication between the various age groups. This has led to contradictions and differences of opinion among the Francophone women. These stem from different value systems and different experiences. These various experiences and different expectations and aspirations should instead be shared.

It follows that we need to unite while respecting our differences in order to create a striking force. Moreover if we form a coalition, objectives must be clearly stated.

Homemakers

There is a stigma attached to the term "housewife" as well as to the value of such employment. The housewife or homemaker is perceived as being available since she "does nothing" at home. The role and work of the woman who stays at home is greatly underrated.

Procedures need to be set in motion to officially change the term "housewife" to that of "homemaker".

Moreover, we must ask the Government to stress the impact and importance of the homemaker to encourage her to remain at home. This would create a role and a choice.

The "homemaker" also acts as educator, economist, accountant, seamstress, chief cook, purchasing and supply agent, domestic engineer, etc. Moreover, she often runs her own business at home such as daycare, crafts, word-processing service, translation service, etc.

Ontario's Francophone women who work outside the home do not always recognize the expertise acquired by homemakers.

Achieving self-fulfillment as a "woman", is a matter of choice. Two-way recognition and respect is needed.

In order to enhance the value of the work performed by homemakers, the Government must be asked to allow homemakers to contribute to the Canada Pension Plan so that they can later be eligible for retirement benefits.

Moreover, a recommendation for a pension for young women in the home, especially those with children, must be made and studied in detail: for example, the family allowance could be replaced by a pro rata salary.

Finally, the Government must be petitioned to legislate a longer period of parental leave.

However, if the homemaker feels alone and isolated, it is essential that she be given the opportunity to be trained in order to find employment. Volunteer work often provides Franco-Ontarian women with part of this opportunity.

RECOMMENDATION I

WE RECOMMEND

THAT THE VITAL IMPORTANCE OF VOLUNTEER WORK WITHIN THE FRANCO-ONTARIAN COMMUNITY, BOTH IN TERMS OF SERVICE AND COMMITMENT, BE ACKNOWLEDGED IN SOME TANGIBLE WAY, I.E., THAT THE ONTARIO GOVERNMENT ISSUE A CERTIFICATE RECOGNIZING VOLUNTEER SERVICE AND COMMITMENT TO THE COMMUNITY.

RECOMMENDATION II

GIVEN

- i) our social, economic, and geographical position as Francophone women,
- ii) the current state of francophone women's groups in Ontario,

WE RECOMMEND

- a) THAT THE FÉDÉRATION DES FEMMES CANADIENNES-FRANÇAISES (FFCF)* AND THE UNION CULTURELLE DES FRANCO-ONTARIENNES (UCFO)** FORM A PROVINCE-WIDE WOMEN'S COALITION, IN CONSULTATION AND COLLABORATION WITH WOMEN'S GROUPS IN THE FOLLOWING SECTORS:

- POLITICAL
- ECONOMIC
- SOCIAL
- RELIGIOUS
- EDUCATIONAL
- ARTISTIC
- CULTURAL

THIS COALITION WILL SERVE TO CREATE A NETWORK OF SUPPORT, INFORMATION, AND COMMUNICATION FOR ALL FRANCOPHONE WOMEN IN THE PROVINCE, AND ITS MANDATE WILL BE OF A POLITICAL NATURE;

- b) THAT CAFO*** ENDORSE THE CREATION OF THIS COALITION BY SUPPORTING THE WORK OF WOMEN'S GROUPS AND ENSURING THAT THEY RECEIVE THE HUMAN, TECHNICAL, AND FINANCIAL RESOURCES NEEDED TO MAKE THIS PROJECT, INVOLVING FRANCOPHONE WOMEN THROUGHOUT ONTARIO, A SUCCESS.

RECOMMENDATION III

In order to reduce the isolation of Francophone women at home and to enhance the importance of their role,

WE RECOMMEND

- a) THAT THOSE RESPONSIBLE FOR PROGRAMMES SUCH AS THE "NEW START" PROGRAMME ADAPT THEIR CONTENT AND APPROACH TO THE NEEDS OF FRANCO-ONTARIAN WOMEN; AND
- b) THAT COLLEGES AND UNIVERSITIES GIVE THEIR SUPPORT TO WOMEN'S GROUPS BY CREATING NEW PROGRAMMES THAT ARE TYPICALLY FRANCO-ONTARIAN.

* The Federation of French-Canadian Women

** The Franco-Ontarian Women's Cultural Union

*** Conseil des Affaires franco-ontariennes - the Council for Franco-Ontarian Affairs

WORKSHOP: FRANCOPHONE WOMEN AND THE ECONOMY

Workshop leader: Thérèse Boutin
Resource person: Louise Myner
Recorder: Carole Roy-Harrison

About fifty Francophone women took part in the workshop on women and the economy.

The participants started off by tracing the main outlines of the actual components of the economic situation of women.

One observation stood out: women are economically underprivileged. Whether it is the pension plan system, the situation of women working as unpaid spousal assistants or women working in the home, there are still major deficiencies in our system.

This reality can also be seen in the scarcity of women in economic institutions such as banks and cooperatives. Very few women make it to the head of boards of directors. It is only by reaching various political and economic levels themselves that women will be able to improve their situation.

We must of course acknowledge the advances that have been made in the past two decades. In some sectors of the economy, in the insurance and business sectors for example, women have started to play a more active role. Nevertheless, progress has been slight made in other vital sectors such as the manufacturing industry.

Finally, this brief overview illustrates how important it is for women to assume economic responsibilities.

The discussion topics used in the workshop on the economy were designed to reflect the current concerns of women and to identify concrete measures. The topics discussed were:

- the pension system;
- recognition of homemakers;
- recognition of volunteer work;
- unpaid spousal assistants;
- women and entrepreneurial activities/investment.

The pension system

Many aspects of the pension system still place women at an economic disadvantage, whether they work inside or outside the home. The following facts serve to illustrate their situation.

At the present time the Canada Pension Plan considers wages earned to calculate benefits. Women in the work force as a rule hold lower paying jobs than men. The persistence of professional ghettos, made up of jobs mainly occupied by women, explains to a great extent their low wages. On the other hand, most women involved in part-time work do not have access to a pension plan. This policy also applies to low wage earners.

A point which must not be overlooked is that most women must leave the labour market for a few years to raise their children. Their participation in the paid work force is thus affected. Finally, most of the women who choose to stay at home find themselves excluded from retirement plans because the plans require a period of extended continuous service.

For all these reasons, the women feel that the pension problem is to a great extent a women's problem.

Several initiatives were undertaken in an effort to improve the pension system. The report by the Federal Commission of Enquiry into Pension Reform, created in 1983, contained several recommendations aimed at eliminating the special problems encountered by women, including homemakers.

However, the recommendations which were intended to improve the situation of homemakers have still not been implemented. The workshop participants feel that the Government must be reminded of the recommendations which were made by this Commission of Enquiry.

Recognition of work in the home

One of the priorities has yet to be negotiated, that of the recognition of work in the home. This specific question was the object of a recommendation formulated by the participants.

One of the facets of our current system is its failure to recognize the economic contribution made by homemakers, women working in the home. This negation penalizes those women who choose to stay at home.

For this reason women must first and foremost be recognized as entities so that they can have access to benefits such as pension plans. Some short-term actions can be undertaken by women. The participants were very receptive to one suggestion that the term "housewife" ("ménagère") be replaced by "homemaker" ("travailleuse au foyer") for the next census.

To achieve legal recognition of the status of homemakers, the participants felt that Ontario should follow the example of Quebec and create a commission to study the issue.

Recognition of volunteer work

Women also translate their social and community commitment into volunteer work, helping to meet social needs. Women have always been involved in volunteer work in many areas of activity to which they have devoted their time and expertise.

Their volunteer work has undeniably always been very profitable from both an economic and a social point of view although their contribution is rarely acknowledged.

The MacDonald Commission, created in 1982 by the federal Government, looked into the possibility of providing a tax credit for volunteer work. The project, however, has been shelved with the change in government. The participants feel this idea should be pursued.

Unpaid spousal assistants

Unpaid spousal assistants are women who work in a business run by their spouse or comon-law spouse.

These women are to be found in farming, in small and medium-sized businesses as well as in professional offices. Since close to two-thirds of small businesses have no employees, it is the wives who take on the duties.

Their role, however, is frequently relegated to one of assistant or aid, nothing more. Many receive no direct remuneration (salary) or even indirect remuneration (recognition of debts, pensions, shares). Should these women separate from their spouses, there is nothing to ensure that they will recover half of their assets. In short, their situation stems from their unrecognized status.

It is only through legal recognition of their status and skills that women who work as unpaid spousal assistants will be able to take advantage of available benefits, particularly in the area of taxation.

Women and entrepreneurial activities/investment

There are very few women involved in the business sector, yet those who are successful in this area make as great a profit as the men.

Nevertheless, women often have greater difficulty getting started in business. They lack, for example, training and information, experience with taking risks, and they do not enjoy the confidence of the community. They come up against their poor investment capacity (poverty) and have difficulty gaining access to credit and grants. Finally, they need to deal with the problem of reconciling family and business.

Women involved in the small and medium-sized business sector find they have the most trouble with banking institutions when applying for loans. They have difficulty proving they are solvent. As citizens they are not treated properly; often their husband's signature is required on an application for a loan.

NOTE: The workshop participants also suggested that savings clubs be set up to help women achieve greater financial autonomy.

RECOMMENDATION I

In order to secure equality rights for women as financial consumers,

WE RECOMMEND THAT THE ONTARIO GOVERNMENT TAKE THE NECESSARY STEPS TO HAVE FRANCOPHONE WOMEN APPOINTED TO THE BOARDS OF DIRECTORS OF CHARTERED BANKS.

RECOMMENDATION II

WHEREAS one out of every three small - or medium-sized businesses is operated by a woman,

WHEREAS banks are still very reluctant and generally refuse to loan money to businesswomen or women in general,

WE RECOMMEND THAT STEPS BE TAKEN AT THE FEDERAL AND PROVINCIAL LEVELS TO HAVE THE CANADIAN BANKERS' ASSOCIATION REVIEW AND MODIFY ITS POLICIES AND PROCEDURES WITH REGARD TO LOANS TO WOMEN.

RECOMMENDATION III

WHEREAS Francophone women have always devoted a great deal of their time and skills to volunteer work,

WE RECOMMEND THAT CAFO TAKE THE NECESSARY STEPS TO HAVE THE ONTARIO MINISTRY OF REVENUE ISSUE A TAX CREDIT TO ALL FRANCOPHONE WOMEN IN ONTARIO WHO PERFORM VOLUNTEER WORK FOR AN OFFICIALLY RECOGNIZED NON-PROFIT ORGANIZATION; AND

THAT CAFO SET UP A COMMITTEE OF REPRESENTATIVES OF FRANCOPHONE WOMEN'S ASSOCIATIONS TO DEFINE THE CONDITIONS UNDER WHICH THIS TAX CREDIT WOULD APPLY.

RECOMMENDATION IV

WHEREAS women also deal extensively with the caisses populaires and credit unions,

WE RECOMMEND THAT CAFO ASK THE FÉDÉRATION DES CAISSES POPULAIRES TO RECOGNIZE THE RIGHT OF FRANCOPHONE WOMEN TO FINANCIAL EQUALITY IN THEIR POLICIES GOVERNING LOANS TO PRIVATE BUSINESSES.

RECOMMENDATION V

In order to give legal recognition to the status of unpaid spousal assistants,

WE RECOMMEND THAT CAFO SUPPORT THE CREATION OF AN ASSOCIATION, COMPRISED OF FRANCOPHONE WOMEN WHO ARE CONTRIBUTING TO THEIR SPOUSE'S BUSINESS WITHOUT REMUNERATION, TO INCREASE AWARENESS BOTH IN THOSE DIRECTLY CONCERNED AND IN THE GOVERNMENT. SECONDLY, THAT IT ENSURE THAT LEGISLATION RELATING TO FAMILY LAW AND PRIVATE ENTERPRISE BE AMENDED TO INCLUDE LEGAL RECOGNITION OF THE STATUS OF UNPAID SPOUSAL ASSISTANTS.

RECOMMENDATION VI

In order to give legal recognition to the status of homemakers,

WE RECOMMEND THAT, DURING THE CURRENT PARLIAMENTARY SESSION, THE ONTARIO GOVERNMENT FOLLOW THE EXAMPLE OF THE QUEBEC GOVERNMENT BY CREATING A JOINT COMMISSION OF THE MINISTRIES CONCERNED, TO STUDY THE IMPLICATIONS OF LEGAL RECOGNITION FOR HOMEMAKERS AND MAKE SPECIFIC RECOMMENDATIONS TO THE PROVINCIAL GOVERNMENT.

WORKSHOP: FRANCOPHONE WOMEN AND VIOLENCE

Workshop Leader: Michèle Trottier
Resource Person: Cécile Coderre
Recorder: Julie Champagne

Among the participants, twelve were actively working in rape or family crises centres or shelter. The other thirty had considerable interest in the subject matter. The participants came from all across the province.

Five topics were discussed:

- Shelters for battered wives;
- Rape crisis centres;
- Pornography as hate propaganda against women;
- Incest;
- Sexism and sexual harassment.

These topics were discussed with emphasis being placed on what has been done in Ontario in this regard. Throughout these discussions, the participants were invited to talk about the resources available in their respective communities.

Problems

The main problem areas were as follows:

- Lack of an awareness campaign in French;
- Need to make services available to women, run by women;
- Isolation and loneliness of women in rural areas and women in cities where Francophones are very much in the minority, i.e., in Toronto;
- Lack of psychological and legal prevention against males who commit aggressive acts;
- Lack of awareness on the part of the police and the doctors who are the first to examine the raped or assaulted woman, and the inadequacy of their reports.

Also raised was the need to make counselling services available in French wherever such services are requested by women (i.e., all regions).

RECOMMENDATION I

WHEREAS Bill One - the Family Law Act - is in its second reading in the Legislature,

WE RECOMMEND THAT CAFO ACT IMMEDIATELY, ASKING THE ATTORNEY-GENERAL TO AMEND SECTION 25 OF THE BILL (DEALING WITH THE ORDER FOR POSSESSION OF THE MATRIMONIAL HOME) TO ENSURE THAT CASES INVOLVING BATTERED WOMEN ARE GIVEN PRIORITY AND DEALT WITH IMMEDIATELY.

RECOMMENDATION II

WE RECOMMEND THAT, BY MEANS OF LEGISLATION, POLICIES, REGULATIONS, AND SERVICES, THE GOVERNMENT DEVELOP AN EFFECTIVE STRATEGY FOR DEALING WITH VIOLENCE AGAINST WOMEN SO THAT MEN ARE HELD RESPONSIBLE FOR THEIR ACTIONS AND MADE TO STOP THEIR VIOLENCE.

RECOMMENDATION III

WHEREAS a public awareness campaign has already been launched in English, and that it is not reaching all parts of the province,

WE RECOMMEND THAT PUBLIC AWARENESS CAMPAIGNS ABOUT WIFE-BATTERING BE CONDUCTED IN FRENCH IN ALL REGIONS OF THE PROVINCE.

RECOMMENDATION IV

WE RECOMMEND THAT THE GOVERNMENT SUPPORT AND FUND THE DEVELOPMENT OF A CODE OF CONDUCT FOR HOSPITAL AND POLICE STAFF, SO THAT BATTERED WOMEN RECEIVE BETTER SERVICE.

RECOMMENDATION V

WE RECOMMEND

THAT CAFO SUPPORT OAITH (THE ONTARIO ASSOCIATION OF INTERNAL AND TRANSITION HOUSES) IN ITS PROPOSAL TO THE ONTARIO LEGISLATURE THAT THE ACT BE AMENDED TO MAKE PERMANENT MENTION OF TRANSITION HOUSES, AND THAT IT GUARANTEE THE RIGHT TO TREATMENT IN BOTH OFFICIAL LANGUAGES.

WORKSHOP: FRANCOPHONE WOMEN - TRAINING AND TECHNOLOGY

Workshop leader: Bernadette LaRochelle
Resource person: Lise Drouin-Laflamme
Recorder: France Germain

The purpose of the workshop on training and technology was to make the participants aware of the impact of the new technology on their lives at the family, recreation, education and work levels. Emphasis was on the new technology in the work sector and on individual and collective intervention strategies which can be developed.

Once the participants had been made more aware of the current situation of women in the labour market, the following was discussed:

- the percentage of women in support positions;
- the place the computer has assumed in daily life;
- the transformation of support positions;
- women's fear of computers;
- stereotypes which prevent young girls from directing themselves toward non-traditional employment.

The participants came up with these suggestions:

- That the Ministry of Education be more open-minded with regard to non-traditional skills for girls;
- That teachers be trained to steer away from stereotypes and conventional models presented to their students, in particular the girls;
- That a training program be offered to working people or those who want to start a small business;
- That the Ministry of Colleges and Universities organize workshops for persons who work in organizations which deal with Francophone women;
- That CAFO ensure that any available French-language information is distributed simultaneously to the women in Northern Ontario and in Southern Ontario;

- That the word processing positions of the future not be directed solely to women;
- That our young girls be increasingly directed towards the fields of science and technology;
- That CAFO ensure a follow-up to the recommendations made at the provincial Conference on Technology and Women in November 1984 in Toronto;
- That in a year, CAFO submit a report to all the symposium participants on the follow-up that has been given to the symposium's recommendations.

RECOMMENDATION I

In order that the education system be radically changed,

WE RECOMMEND

- a) THAT THE MINISTRY OF EDUCATION OFFER STUDENTS ON-THE-JOB TRAINING PROGRAMMES IN FRENCH IN PREPARATION FOR JOBS THAT INVOLVE NEW TECHNOLOGY AND TRADITIONAL FIELDS THAT ARE CHANGING;
- b) THAT FREQUENT MEETINGS FOR FEMALE STUDENTS IN ELEMENTARY AND SECONDARY SCHOOLS WITH YOUNG WOMEN WHO WORK IN TRADITIONALLY MALE OCCUPATIONS BE ORGANIZED; AND
- c) THAT TEACHERS AND FEMALE STUDENTS BE OFFERED PROFESSIONAL DEVELOPMENT DAYS THAT DEAL WITH SUCH SUBJECTS AS:
 - CAREER PLANNING
 - THE WORKPLACE
 - JOBS OF THE FUTURE
 - WOMEN AND TECHNOLOGY

RECOMMENDATION II

WE RECOMMEND

THAT ACCESS TO COURSES THAT PROVIDE RETRAINING IN THE APPLIED SCIENCES, MATHEMATICS, AND TECHNOLOGY BE OFFERED TO FRANCOPHONE WOMEN THROUGHOUT ONTARIO.

RECOMMENDATION III

WE RECOMMEND

THAT LEAVE FOR STUDY OR FOR LONG-TERM TRAINING AT ALL LEVELS BE SUBSIDIZED SO THAT FRANCO-PHONE WOMEN HAVE THE HELP THEY NEED TO TAKE PROFESSIONAL DEVELOPMENT AND TRAINING COURSES.

RECOMMENDATION IV

WE RECOMMEND

THAT CAFO INFORM FRANCOPHONE WOMEN IN ONTARIO ABOUT THE CURRENT STATUS OF THE RECOMMENDATIONS MADE DURING THE CONFERENCE, JOBS FOR THE FUTURE: WOMEN, TRAINING, AND TECHNOLOGY, THAT WAS SPONSORED BY THE ONTARIO WOMEN'S DIRECTORATE AND HELD IN TORONTO ON NOVEMBER 28 AND 29, 1984.

WORKSHOP: FRANCOPHONE WOMEN AND POLITICS

Workshop leader: Blanche Boissonneault-Doucet
Resource person: Sylvie Arend
Recorder: Francine Robitaille

Foreword:

This workshop brought out the fact that Francophone women would like to play a more active role in politics and become far more involved in the political process. They lack, however, information. They all would like more women politicians or women members of Government commissions.

They would also like to learn more about Government mechanisms to enable them to present requests, and better direct their political actions and volunteer involvement.

The participants expressed their disappointment with not having enough time to examine the issue in depts or prepare more thought-out and achievable recommendations.

For this reason, it must be remembered that the recommendations from this workshop, while drafted in haste, were formulated in a spirit of research and cooperation, and in an overwhelming desire to participate in the political process.

RECOMMENDATION I

WE RECOMMEND

- a) THAT CAFO FIND SOURCES OF SPECIAL FUNDING TO HELP FRANCOPHONE WOMEN WHO WANT TO RUN FOR OFFICE AT THE MUNICIPAL AND/OR THE SCHOOL BOARD LEVELS; AND
- b) THAT CAFO PRODUCE AN INFORMATION BROCHURE, FOR PROVINCE-WIDE DISTRIBUTION, THAT MAKES FRANCOPHONE WOMEN AWARE THAT THEY CAN BECOME DIRECTLY INVOLVED IN POLITICS.

RECOMMENDATION II

WE RECOMMEND

THAT CAFO ASK TVONTARIO TO PRODUCE AN INFORMATION KIT AND VIDEO (FOR WOMEN) ON LOBBYING, THAT WOULD BE BASED ON ACTUAL EXPERIENCES AND PREPARED WITH THE HELP OF FRANCO-ONTARIAN ORGANIZATIONS.

RECOMMENDATION III

WE RECOMMEND

- a) THAT THE GOVERNMENT ENSURE THAT FRANCO-PHONE WOMEN ARE REPRESENTED ON COMMISSIONS; AND
- b) THAT CAFO PROVIDE FRANCOPHONE WOMEN'S GROUPS WITH INFORMATION ON POSITIONS THAT ARE AVAILABLE WITH COMMISSIONS, THAT IT REQUEST LISTS OF POSSIBLE CANDIDATES, AND THAT IT INFORM THE GROUPS OF THE CANDIDATES IT PROPOSES.

RECOMMENDATION IV

WE RECOMMEND

- a) THAT CAFO INCLUDE IN THE SYMPOSIUM'S REPORT A COMPLETE LIST OF COMMISSIONS AND BOARDS OF DIRECTORS WHOSE MEMBERS ARE APPOINTED BY THE PROVINCIAL GOVERNMENT, AS WELL AS A COMPLETE LIST OF PROVINCIAL MEMBERS OF PARLIAMENT WITH THEIR ADDRESSES AND PHONE NUMBERS; AND
- b) THAT THE FFCF* ORGANIZE POLITICAL TRAINING WORKSHOPS AND THAT CAFO LEND ITS SUPPORT TO THE FFCF TO ENSURE THAT IT GETS THE RESOURCES IT NEEDS TO ORGANIZE AND HOLD SUCH WORKSHOPS.

* Fédération des femmes canadiennes-françaises

WORKSHOP: FRANCOPHONE WOMEN AND RELIGION

Workshop leader: Danièle Bourgie
Resource person: Micheline Lague
Recorder: Thérèse Lefort

General points

The problem at hand is that while baptism allows us to be full-fledged members of the People of God, as women we are automatically excluded from the Church's decision-making process which resides with the priesthood. In society, however, there is growing talk of a partnership in which men and women, in their differences, live together as equals, each making his or her unique and even original contribution. That which we are attempting to experience as citizens could be beneficial as members of the Church. Are we not also responsible for the Church's mission?

The Canadian Church is a leader in this effort at dialogue. Its leadership has in fact been recognized by the universal Church. The dialogue with women has led in particular to a dossier on leadership proposed by the Ad Hoc Committee set up by the Conference of Catholic Bishops of Canada. The twelve recommendations made by this committee were adopted on October 25, 1984 at the annual plenary meeting of the CCBC.

Particular points

- The paternalism inherent in the Church's structure is an obstacle to dialogue.
- The priests show a lack of concerted action, which result in a disparity of opinions on important issues among the parishes.
- Individual freedoms are not respected sufficiently, and often one is confronted with a rigid attitude when dealing with crucial problems which are of special concern to women (abortion, contraception, separation, divorce...).

- Involvement of the young people in the Church is a problem which requires far more thought and action.
- Women still too often come up against the chauvinistic attitudes of the priests.
- The information and concerted action networks which exist for the women in the same parish, or between parishes, are not yet well enough organized.
- The role of women in the conveying of religious values in the family is essential, but her exclusion from decision-making powers makes this transmission a difficult task.
- Women need better training if they wish to be prepared to assume a role at the forefront of the Church's decision-making process.

RECOMMENDATION I

WHEREAS

the Canadian Conference of Catholic Bishops has accepted the recommendations of the Ad Hoc Committee on the Role of Women in the Church (October 1985),

WE RECOMMEND

THAT THE ONTARIO CONFERENCE OF CATHOLIC BISHOPS ENSURE THAT EACH DIOCESE STRIKE A COMMITTEE OF WOMEN WHO WOULD ASSUME THE RESPONSIBILITY OF THE IMPLEMENTATION OF THE RECOMMENDATIONS.

RECOMMENDATION II

WE RECOMMEND

THAT THE CANADIAN CONFERENCE OF CATHOLIC BISHOPS ENSURE REPRESENTATION FOR THE LAITY WITHIN THE CONFERENCE.

WORKSHOP: FRANCOPHONE WOMEN AND AGING

Workshop leader: Odile Gérin
Resource person: Aline Plouffe
Recorder: Monique Levert

Francophone women, who reach the age of 55 years, encounter special problems.

Poverty is a problem which affects mainly women, one which is heightened when the women are Francophone. Many women take part-time jobs to try to solve their financial difficulties, but their wages are low and consequently keep them below the poverty line. Moreover, as the women grow older, they often encounter prejudices against hiring older employees, and they find themselves again unemployed. The literacy problem can also place some women at a disadvantage when seeking employment.

The situation of Francophone women and housing is no better. Most housing units are reserved for families, yet women are shown statistically to constitute 85% of surviving spouses. As a result, women once again find themselves in a difficult situation. Loneliness, to varying degrees, is a problem experienced by most widows. It is therefore important for these women to be able to live in their own cultural and linguistic community in order to lessen the undeniable psychological and physical problems.

The elderly tend to have more health problems than the rest of the population. Excess medication is a serious and common problem among older women; in particular the frequent prescribing of tranquillizers and anti-depressants. Moreover, run-down or inadequately heated homes as well as a poor diet present additional risks of illness and accidents. Home support and long-term care for elderly women are provided in most cases by Francophone volunteers because of the lack of qualified French-speaking personnel.

Finally, there is another major problem for these women: they are not aware of the types of services and programs that are available in the community. The distribution of information often leaves much to be desired at the various levels of government.

RECOMMENDATION I

WHEREAS many women are between 55 and 65 years of age;

WHEREAS they view their retirement years with apprehension; and

WHEREAS there are no programmes for this age group,

WE RECOMMEND THAT CAFO AND/OR THE FFCF* CREATE A COMMITTEE TO STUDY THE PROBLEMS FACING THESE WOMEN.

RECOMMENDATION II

WHEREAS there is a limited number of homes and extended care facilities for elderly Francophones;

WHEREAS there is a lack of community services making it possible for elderly women to continue living in their homes or with relatives,

WE RECOMMEND THAT THE ONTARIO GOVERNMENT LOOK INTO THE HOUSING SITUATION OF FRANCOPHONE WOMEN, AND ENSURE THAT THEY HAVE A PLACE TO LIVE AND THE HELP THEY NEED TO CONTINUE FUNCTIONING IN THEIR OWN LANGUAGE AND CULTURE.

RECOMMENDATION III

WHEREAS elderly francophone women encounter difficulties finding out about the various government services that are available;

WHEREAS many regions of the province have a very low density of Francophone,

* Fédération des femmes canadiennes-françaises

WE RECOMMEND

THE CREATION OF A CENTRALIZED INFORMATION SERVICE TO INFORM ELDERLY FRANCOPHONES OF THE VARIOUS PROGRAMMES AND SERVICES OFFERED BY GOVERNMENT AGENCIES. THIS SERVICE SHOULD BE MADE AVAILABLE THROUGHOUT THE PROVINCE.

WORKSHOP: FRANCOPHONE WOMEN: FAMILY AND CONSTITUTIONAL LAW

Workshop leader: Jeannine Séguin
Resource Person: Denise Bellamy
Recorder: Marinette Roy-Lalande

Because of the lack of time for this workshop and due to the scope of the subject and impressive number of participants, it was decided to move directly to the preparation of recommendations.

Bill I, an Act to revise the Family Law Reform Act, was nevertheless discussed as well as Section 15 of the Canadian Charter of Human Rights and Freedoms, dealing with the rights of equality.

These discussions demonstrated an interest on the part of Francophone women in the future implementation of Bill I on the one hand, and, on the other hand, in the application of Section 15 of the Canadian Charter.

RECOMMENDATION I

WE RECOMMEND

THAT CAFO PREPARE AN INVENTORY FOR WOMEN, THAT WOULD CONTAIN NAMES AND RESUMÉS OF THOSE WHO ARE ELIGIBLE FOR POSITIONS IN MANAGEMENT AND HUMAN RESOURCES IN THE CIVIL SERVICE BOTH AT THE PROVINCIAL AND THE FEDERAL LEVELS.

RECOMMENDATION II

WE RECOMMEND

THAT THE PROVINCIAL AND FEDERAL GOVERNMENTS MAKE FRANCOPHONE WOMEN, WHO ARE WORKING FULL-TIME OR JOB SHARING, ELIGIBLE FOR A PENSION PLAN, AND THAT VERY PRECISE CRITERIA BE SET UP FOR CONTRIBUTIONS INTO SUCH PLANS.

RECOMMENDATION III

WE RECOMMAND

THAT A WOMAN WHO HAS COHABITED WITH THE SAME
SPOUSE FOR THREE YEARS HAVE THE SAME RIGHTS AS
A WOMAN WHO IS MARRIED.

WORKSHOP: YOUNG FRANCOPHONE WOMEN

Workshop leader: Ginette Gratton
Resource person: Suzanne Legault
Recorder: Mikal-Andrée Joly

Objectives

- identify the major problems faced by young Francophonen women;
- consider CAFO's role in helping them to resolve such problems;
- present the women with recommendations.

Main Concerns

- poverty;
- assimilation and americanization;
- lack of a feminist identity for young Francophone women;
- non-existence of a group;
- problems created by unemployment and lack of schooling;
- no access to sexual education courses in the secondary schools.

To get the discussion started, a few statistics drawn from a study published by the Canadian Council on the Status of Women were presented:

- 75% of the young women questioned expect to be married by the time they reach 30 ...;
- the young women also expect to attend school for a fair number of years (56% of the respondents plan to attend university, 30% plan to register in a community college course).

Ideas expressed in the Workshop

- Young women go to university to find a husband.
- Priorities are changing, for example husband versus a career. At least now they have a choice.
- Young Francophone women do not have access to non-traditional jobs.
- The most pressing issues today are unemployment and poverty.
- Something should definitely be done to enable young women to pursue post-secondary studies in French in non-traditional sectors.
- The Ministry of Colleges & Universities should definitely improve its bursary system.
- Before even thinking of post-secondary studies, consideration should be given to secondary education, for it is at this level that the young women can be encouraged to continue their studies.
- Young women get caught up in a vicious circle which forces them to abandon their studies and pushes them toward motherhood.
- Sexual education courses should be offered at the secondary school level.
- Another problem is that young women are incapable of drawing up a budget and of seeing themselves as financially independent.
- This workshop was far too short to allow for a clear identification of the problems faced by the young Francophone women.
- There should be a symposium on young woman.
- There should be a young woman sitting on CAFO.

Following discussion, the group identified four areas in need of recommendations:

- 1) sexuality
- 2) unemployment
- 3) post-secondary education
- 4) representation for young Francophone women

RECOMMENDATION I

WE RECOMMEND

THAT THE MINISTRY OF EDUCATION DEVELOP A REALISTIC SEX EDUCATION PROGRAMME (THAT INCLUDES HUMAN RELATIONS, CONTRACEPTION, SEXUALLY-TRANSMITTED DISEASES, INCEST AND SO FORTH) AND THAT IT BE COMPULSORY IN ALL FRENCH-LANGUAGE SECONDARY SCHOOLS IN ONTARIO.

RECOMMENDATION II

WHEREAS various levels of government are working on the problems of unemployed youth, and whereas young Franco-Ontarian women are disadvantaged because of their language and gender,

WE RECOMMEND THAT CAFO PRESS FOR A COLLABORATIVE EFFORT BETWEEN VARIOUS GOVERNMENT LEVELS TO DEVELOP BILINGUAL JOB CREATION PROGRAMMES FOR WOMEN, AND ALSO FOR GREATER EMPHASIS ON OPTING FOR TRADITIONALLY-MALE OCCUPATIONS.

RECOMMENDATION III

WHEREAS cultural factors strongly influence the choices of young Francophone women,

- WE RECOMMEND
- a) THAT, IN ORDER TO PREPARE YOUNG FRANCO-PHONE WOMEN FOR THE FUTURE, GUIDANCE COURSES PROMOTING POST-SECONDARY EDUCATION BE OFFERED AT THE INTERMEDIATE LEVEL OF ELEMENTARY SCHOOLS; AND
 - b) THAT THE MINISTRY OF COLLEGES AND UNIVERSITIES AND THE MINISTRY OF EDUCATION DEVELOP A GLOBAL POLICY FOR PROMOTING POST-SECONDARY EDUCATION TO YOUNG FRANCO-PHONE WOMEN. (THIS POLICY SHOULD PROVIDE FOR TRAINING IN TRADITIONALLY MALE-ORIENTED OCCUPATIONS, DISTANCE ALLOWANCES, BURSARIES AND SO FORTH).

RECOMMENDATION IV

WHEREAS CAFO stated during the International Year of the Youth that it wanted to appoint a young Francophone to the Council;

WHEREAS the number of young Francophone women attending the first symposium for Francophone women in Ontario was not as high as it should have been;

WHEREAS

young Francophone women have specific needs that require urgent attention; and

WHEREAS

the government must be informed, on an ongoing basis, of the problems facing young Francophone women,

WE RECOMMEND

THAT AT LEAST ONE POSITION ON THE COUNCIL BE CREATED FOR YOUNG FRANCOPHONE WOMEN, AND THAT THEY BECOME A PRIORITY FOR CAFO.

CONCLUSION

The strong ministerial presence, Monsieur Bernard Grandmaître, Minister of Municipal Affairs and Minister responsible for Francophone Affairs, Mrs. Lily Munro, Minister of Citizenship and Culture, and Mr. Ian Scott, Attorney General and Minister responsible for the Status of Women, bespoke the new Government's interest in the Francophone question and women's issues, and fuelled the participants' hopes that their demands will be examined and adopted.

The workshops, which produced the recommendations contained in this report, were astonishing for their content, leadership, and details as well as for the impressive number of people who registered for each one. They provided opportunities for intense thought-provoking discussions. The workshops thus gave the participants a chance to concentrate on subjects of concern to them, to make suggestions, and prepare final recommendations. The report's recommendations inescapably represent the concerns, problems, questions, needs and demands of Ontario's Francophone women.

The objectives of the symposium were naturally to give Francophone women from every part of Ontario, the opportunity to meet, to share and to bring answers to issues of common concern. However, while the Government of Ontario is expected to follow up on this report, the mobilization of Francophone women and their desire for a socio-political coalition are, among others, concrete results of the Symposium. It is to be hoped that the "Symposium pour la femme francophone 1985" will have an impact and significance for both the Francophone women of Ontario and the provincial Government. The final objective was thus to give Francophone women the attention they duly deserve.

The Symposium thus marks a look to the future, a new stage in the struggle of Ontario's Francophone women for recognition of their rights as women, naturally, but also as Francophones. The two-fold women/Francophone aspect of this issue makes the content of this report, particularly its recommendations, original, interesting, and above all timely at a moment in history when Franco-Ontarians have the greatest hopes of seeing an almost one hundred year old dream come true: the official recognition of their language and cultural rights.

APPENDICES

APPENDIX A

SYMPOSIUM

for

FRANCOPHONE WOMEN

RECOMMENDATIONS

GENERAL RECOMMENDATION

- WHEREAS this symposium has brought together women's groups and non-affiliated women for the first time;
- WHEREAS the recommendations that have been made are crucial to improving the living conditions of Francophone women;
- WHEREAS the work accomplished at this symposium must be continued;
- WHEREAS Francophone women in Ontario must have a strong voice;

WE RECOMMEND THAT, WITHIN THE NEXT THREE MONTHS, CAFO CREATE AN AD HOC COMMITTEE RESPONSIBLE FOR:

- a) FOLLOWING UP ON THE SYMPOSIUM;
- b) PARTICIPATING IN THE PREPARATION OF THE REPORT TO THE GOVERNMENT; AND
- c) CREATING A COALITION OF WOMEN GROUPS AND NON-AFFILIATED WOMEN THAT WILL BE THE VOICE OF FRANCOPHONE WOMEN IN ONTARIO.

FRANCOPHONE WOMEN AS HEADS OF HOUSEHOLDS

RECOMMENDATION I

WHEREAS

We have programmes that provide training and financial assistance to welfare recipients, and yet,

- Four out of every ten Canadian families headed by women are below the poverty level;
- Fifty per cent of Francophone women in Ontario who are single parents have an annual income of less than \$10 000.
(National Welfare Council, October 1985)

WE RECOMMEND

THAT THE ONTARIO MINISTRY OF COMMUNITY AND SOCIAL SERVICES MAKE AVAILABLE TO ALL LOW-INCOME SINGLE PARENTS, INCLUDING THOSE IN THE WORK FORCE, A PROGRAMME IN FRENCH, SIMILAR TO THE EMPLOYMENT SUPPORT INITIATIVE PROGRAMME CURRENTLY OFFERED IN VARIOUS PARTS OF THE PROVINCE, AND HAVING AS ITS OBJECTIVE AN IMPROVEMENT IN THE ECONOMIC SITUATION OF SINGLE-PARENT FAMILIES; AND

THAT THE MINISTRY OF COMMUNITY AND SOCIAL SERVICES COVER ACTUAL TRAINING-RELATED EXPENSES (I.E., TRAVEL, CHILD CARE SERVICES, TUITION, AND CAREER PLANNING).

THIS PROGRAMME SHOULD PROVIDE A LIVING ALLOWANCE (FOR SHELTER, FOOD, CLOTHING AND SO FORTH).

RECOMMENDATION II

WE RECOMMEND

- a) THAT THE MINISTRY ACT QUICKLY TO ESTABLISH A PROVINCE-WIDE NETWORK OF CHILD CARE SERVICES; AND
- b) THAT, WITHIN THIS NETWORK, SERVICES BE AVAILABLE IN FRENCH THROUGHOUT THE PROVINCE.

FRANCOPHONE WOMEN AND THE WORKPLACE

RECOMMENDATION I

WE RECOMMEND

- a) THAT THE PAY EQUITY ACT CURRENTLY BEFORE THE HOUSE BE PASSED;
- b) THAT THE GOVERNMENT PROVIDE A MECHANISM FOR COMPARING EMPLOYERS AND EMPLOYEES IN ALL EMPLOYMENT SECTORS UNDER PROVINCIAL JURISDICTION; AND
- c) THAT ALL INFORMATION BE MADE AVAILABLE IN FRENCH AND DISTRIBUTED TO FRANCOPHONE WOMEN IN ONTARIO.

RECOMMENDATION II

WE RECOMMEND

- a) THAT WOMEN BE MADE AWARE OF THE FACT THAT PART-TIME EMPLOYMENT, OFTEN BASED ON THE NEED TO COMBINE WORK AT HOME AND WORK OUTSIDE THE HOME, MAY THEREFORE BE A SOURCE OF EXPLOITATION;
- b) THAT, IN THEIR RESPECTIVE JURISDICTIONS, THE FEDERAL AND PROVINCIAL GOVERNMENTS RECOGNIZE THE VALUE OF PART-TIME EMPLOYMENT BY ENSURING EQUITABLE PARTICIPATION IN, AND ACCESS TO, EMPLOYEE BENEFITS, TRAINING, AND ADVANCEMENT; AND
- c) THAT A PROVINCIAL BODY BE CREATED TO ENSURE THAT THE ABOVE-MENTIONED OBJECTIVES ARE REACHED.

RECOMMENDATION III

WE RECOMMEND

- a) THAT THE ONTARIO GOVERNMENT ENCOURAGE THE PRIVATE SECTOR TO CREATE AFFIRMATIVE-ACTION PROGRAMMES;
- b) THAT THE MINISTRY OF EDUCATION CONTINUE TO PROVIDE FUNDING TO ENCOURAGE SCHOOL BOARDS TO CREATE AFFIRMATIVE-ACTION PROGRAMMES;
- c) THAT EMPLOYERS INVOLVE WOMEN IN THE DEVELOPMENT AND IMPLEMENTATION OF AFFIRMATIVE-ACTION PROGRAMMES;
- d) THAT EMPLOYERS CREATING AFFIRMATIVE-ACTION PROGRAMMES ALSO FORESEE THE ESTABLISHMENT OF CERTAIN SOCIAL SERVICES, SUCH AS CHILD CARE;
- e) THAT EMPLOYERS CREATING AFFIRMATIVE-ACTION PROGRAMMES ENSURE THAT THE PROGRAMMES ARE VIABLE, BY PROVIDING THE HUMAN, FINANCIAL, AND MATERIAL RESOURCES NEEDED TO MAKE THEM A SUCCESS;
- f) THAT EMPLOYERS TAKE WOMEN'S RELATED EXPERIENCE INTO CONSIDERATION IN ASSESSING THEIR QUALIFICATIONS FOR POSITIONS OF RESPONSIBILITY; AND
- g) THAT THE PROVINCIAL GOVERNMENT CREATE A MECHANISM FOR COORDINATING FRENCH-LANGUAGE AFFIRMATIVE-ACTION PROGRAMMES THROUGHOUT THE PROVINCE.

RECOMMENDATION IV

WE RECOMMEND

- a) THAT THE FEDERAL GOVERNMENT ENCOURAGE AND ACKNOWLEDGE THE PARTICIPATION OF BOTH PARENTS IN THE REARING OF THEIR CHILDREN:
 - i) BY ESTABLISHING A CERTAIN NUMBER OF PARENTAL LEAVE DAYS PER YEAR FOR WHICH BOTH PARENTS WOULD BE ELIGIBLE;

ii) BY ESTABLISHING LEAVE BENEFITS THAT ARE COMMENSURATE WITH WAGES AND LENGTH OF SERVICE; AND

- b) THAT MATERNITY AND PARENTAL LEAVE BE ADMINISTERED BY A SEPARATE DEPARTMENT OF THE UNEMPLOYMENT INSURANCE COMMISSION.

RECOMMENDATION V

WE RECOMMEND

- a) THAT THE PROVINCIAL GOVERNMENT ENCOURAGE SMALL AND MEDIUM-SIZED BUSINESSES TO ESTABLISH PENSION PLANS FOR THEIR EMPLOYEES;
- b) THAT WOMEN WORKING FULL-TIME IN THE HOME HAVE ACCESS TO PENSION PLANS COMPARABLE TO THOSE AVAILABLE TO WOMEN WORKING OUTSIDE THE HOME;
- c) THAT EVERY WOMEN BE ENCOURAGED TO DRAW UP AN INDIVIDUAL WILL; AND
- d) THAT, IN THE EVENT OF A DIVORCE, A WOMAN SHOULD RECEIVE AT LEAST HALF OF HER SPOUSE'S PENSION.

FRANCOPHONE WOMEN AND HEALTH

RECOMMENDATION I

GIVEN

the importance that Francophone women place on promoting physical and mental health and preventing illness,

WE RECOMMEND

THAT THE MINISTRY OF HEALTH AND THE MINISTRY OF COMMUNITY AND SOCIAL SERVICES:

- a) PROMOTE THE DEVELOPMENT OF A NETWORK OF FRANCOPHONE COMMUNITY HEALTH CENTRES OFFERING A COMPLETE RANGE OF PRIMARY AND SECONDARY PREVENTIVE SERVICES (FOR BOTH PHYSICAL AND MENTAL HEALTH) AND THAT THESE MINISTRIES PROVIDE THE NECESSARY FUNDING; AND
- b) CREATE PROVINCIAL AND REGIONAL FRANCOPHONE ADVISORY COMMITTEES ON WHICH FRANCO-ONTARIAN PROFESSIONAL WOMEN AND CONSUMERS (OF INFORMATION AND SERVICES) ARE REPRESENTED.

FRANCOPHONE WOMEN AND SOCIETY

RECOMMENDATION I

WE RECOMMEND

THAT THE VITAL IMPORTANCE OF VOLUNTEER WORK WITHIN THE FRANCO-ONTARIAN COMMUNITY, BOTH IN TERMS OF SERVICE AND COMMITMENT, BE ACKNOWLEDGED IN SOME TANGIBLE WAY, I.E., THAT THE ONTARIO GOVERNMENT ISSUE A CERTIFICATE RECOGNIZING VOLUNTEER SERVICE AND COMMITMENT TO THE COMMUNITY.

RECOMMENDATION II

GIVEN

- i) our social, economic, and geographical position as francophone women,
- ii) the current state of francophone women's groups in Ontario,

WE RECOMMEND

- a) THAT THE FÉDÉRATION DES FEMMES CANADIENNES-FRANÇAISES (FFCF)* AND THE UNION CULTURELLE DES FRANCO-ONTARIENNES (UCFO)** FORM A PROVINCE-WIDE WOMEN'S COALITION, IN CONSULTATION AND COLLABORATION WITH WOMEN'S GROUPS IN THE FOLLOWING SECTORS:

- POLITICAL
- ECONOMIC
- SOCIAL
- RELIGIOUS
- EDUCATIONAL
- ARTISTIC
- CULTURAL

THIS COALITION WILL SERVE TO CREATE A NETWORK OF SUPPORT, INFORMATION, AND COMMUNICATION FOR ALL FRANCOPHONE WOMEN IN THE PROVINCE, AND ITS MANDATE WILL BE OF A POLITICAL NATURE; AND

* The Federation of French-Canadian Women

** The Franco-Ontarian Women's Cultural Union

- b) THAT CAFO* ENDORSE THE CREATION OF THIS COALITION BY SUPPORTING THE WORK OF WOMEN'S GROUPS AND ENSURING THAT THEY RECEIVE THE HUMAN, TECHNICAL, AND FINANCIAL RESOURCES NEEDED TO MAKE THIS PROJECT, INVOLVING FRANCOPHONE WOMEN THROUGHOUT ONTARIO, A SUCCESS.

RECOMMENDATION III

IN ORDER

to reduce the isolation of Francophone women at home and to enhance the importance of their role,

WE RECOMMEND

- a) THAT THOSE RESPONSIBLE FOR PROGRAMMES SUCH AS THE "NEW START" PROGRAMME ADAPT THEIR CONTENT AND APPROACH TO THE NEEDS OF FRANCO-ONTARIAN WOMEN; AND
- b) THAT COLLEGES AND UNIVERSITIES GIVE THEIR SUPPORT TO WOMEN'S GROUPS BY CREATING NEW PROGRAMMES THAT ARE TYPICALLY FRANCO-ONTARIAN.

* Conseil des Affaires franco-ontariennes - the Council for Franco-Ontarian Affairs.

FRANCOPHONE WOMEN AND THE ECONOMY

RECOMMENDATION I

In order to secure equality rights for women as financial consumers,

WE RECOMMEND THAT THE ONTARIO GOVERNMENT TAKE THE NECESSARY STEPS TO HAVE FRANCOPHONE WOMEN APPOINTED TO THE BOARDS OF DIRECTORS OF CHARTERED BANKS.

RECOMMENDATION II

WHEREAS one out of every three small- or medium-sized businesses is operated by a woman,

WHEREAS banks are still very reluctant and generally refuse to loan money to businesswomen or women in general,

WE RECOMMEND THAT STEPS BE TAKEN AT THE FEDERAL AND PROVINCIAL LEVELS TO HAVE THE CANADIAN BANKERS' ASSOCIATION REVIEW AND MODIFY ITS POLICIES AND PROCEDURES WITH REGARD TO LOANS TO WOMEN.

RECOMMENDATION III

WHEREAS Francophone women have always devoted a great deal of their time and skills to volunteer work,

WE RECOMMEND THAT CAFO TAKE THE NECESSARY STEPS TO HAVE THE ONTARIO MINISTRY OF REVENUE ISSUE A TAX CREDIT TO ALL FRANCOPHONE WOMEN IN ONTARIO WHO PERFORM VOLUNTEER WORK FOR AN OFFICIALLY RECOGNIZED NON-PROFIT ORGANIZATION; AND

THAT CAFO SET UP A COMMITTEE OF REPRESENTATIVES OF FRANCOPHONE WOMEN'S ASSOCIATIONS TO DEFINE THE CONDITIONS UNDER WHICH THIS TAX CREDIT WOULD APPLY.

RECOMMENDATION IV

WHEREAS women also deal extensively with the caisses populaires and credit unions,

WE RECOMMEND THAT CAFO ASK THE FÉDÉRATION DES CAISSES POPULAIRES TO RECOGNIZE THE RIGHT OF FRANCOPHONE WOMEN TO FINANCIAL EQUALITY IN THEIR POLICIES GOVERNING LOANS TO PRIVATE BUSINESSES.

RECOMMENDATION V

In order to give legal recognition to the status of unpaid spousal assistants,

WE RECOMMEND THAT CAFO SUPPORT THE CREATION OF AN ASSOCIATION, COMPRISED OF FRANCOPHONE WOMEN WHO ARE CONTRIBUTING TO THEIR SPOUSE'S BUSINESS WITHOUT REMUNERATION, TO INCREASE AWARENESS BOTH IN THOSE DIRECTLY CONCERNED AND IN THE GOVERNMENT. SECONDLY, THAT IT ENSURE THAT LEGISLATION RELATING TO FAMILY LAW AND PRIVATE ENTERPRISE BE AMENDED TO INCLUDE LEGAL RECOGNITION OF THE STATUS OF UNPAID SPOUSAL ASSISTANTS.

RECOMMENDATION VI

In order to give legal recognition to the status of homemakers,

WE RECOMMEND

THAT, DURING THE CURRENT PARLIAMENTARY SESSION, THE ONTARIO GOVERNMENT FOLLOW THE EXAMPLE OF THE QUEBEC GOVERNMENT BY CREATING A JOINT COMMISSION OF THE MINISTRIES CONCERNED, TO STUDY THE IMPLICATIONS OF LEGAL RECOGNITION FOR HOMEMAKERS AND MAKE SPECIFIC RECOMMENDATIONS TO THE PROVINCIAL GOVERNMENT.

FRANCOPHONE WOMEN AND VIOLENCE

RECOMMENDATION I

WHEREAS

Bill One - the Family Law Act - is in its second reading in the Legislature,

WE RECOMMEND

THAT CAFO ACT IMMEDIATELY, ASKING THE ATTORNEY-GENERAL TO AMEND SECTION 25 OF THE BILL (DEALING WITH THE ORDER FOR POSSESSION OF THE MATRIMONIAL HOME) TO ENSURE THAT CASES INVOLVING BATTERED WOMEN ARE GIVEN PRIORITY AND DEALT WITH IMMEDIATELY.

RECOMMENDATION II

WE RECOMMEND

THAT, BY MEANS OF LEGISLATION, POLICIES, REGULATIONS, AND SERVICES, THE GOVERNMENT DEVELOP AN EFFECTIVE STRATEGY FOR DEALING WITH VIOLENCE AGAINST WOMEN SO THAT MEN ARE HELD RESPONSIBLE FOR THEIR ACTIONS AND MADE TO STOP THEIR VIOLENCE.

RECOMMENDATION III

WHEREAS

a public awareness campaign has already been launched in English, and that it is not reaching all parts of the province,

WE RECOMMEND

THAT PUBLIC AWARENESS CAMPAIGNS ABOUT WIFE-BATTERING BE CONDUCTED IN FRENCH IN ALL REGIONS OF THE PROVINCE.

RECOMMENDATION IV

WE RECOMMEND

THAT THE GOVERNMENT SUPPORT AND FUND THE DEVELOPMENT OF A CODE OF CONDUCT FOR HOSPITAL AND POLICE STAFF, SO THAT BATTERED WOMEN RECEIVE BETTER SERVICE.

RECOMMENDATION V

WE RECOMMEND

THAT CAFO SUPPORT OAITH (THE ONTARIO ASSOCIATION OF INTERNAL AND TRANSITION HOUSES) IN ITS PROPOSAL TO THE ONTARIO LEGISLATURE THAT THE ACT BE AMENDED TO MAKE PERMANENT MENTION OF TRANSITION HOUSES, AND THAT IT GUARANTEE THE RIGHT TO TREATMENT IN BOTH OFFICIAL LANGUAGES.

FRANCOPHONE WOMEN - TRAINING AND TECHNOLOGY

RECOMMENDATION I

In order that the education system be radically changed,

WE RECOMMEND

- a) THAT THE MINISTRY OF EDUCATION OFFER STUDENTS ON-THE-JOB TRAINING PROGRAMMES IN FRENCH IN PREPARATION FOR JOBS THAT INVOLVE NEW TECHNOLOGY AND TRADITIONAL FIELDS THAT ARE CHANGING;
- b) THAT FREQUENT MEETINGS FOR FEMALE STUDENTS IN ELEMENTARY AND SECONDARY SCHOOLS WITH YOUNG WOMEN WHO WORK IN TRADITIONALLY MALE OCCUPATIONS BE ORGANIZED; AND
- c) THAT TEACHERS AND FEMALE STUDENTS BE OFFERED PROFESSIONAL DEVELOPMENT DAYS THAT DEAL WITH SUCH SUBJECTS AS:
 - CAREER PLANNING
 - THE WORKPLACE
 - JOBS OF THE FUTURE
 - WOMEN AND TECHNOLOGY

RECOMMENDATION II

WE RECOMMEND

THAT ACCESS TO COURSES THAT PROVIDE RETRAINING IN THE APPLIED SCIENCES, MATHEMATICS, AND TECHNOLOGY BE OFFERED TO FRANCOPHONE WOMEN THROUGHOUT ONTARIO.

RECOMMENDATION III

WE RECOMMEND

THAT LEAVE FOR STUDY OR FOR LONG-TERM TRAINING AT ALL LEVELS BE SUBSIDIZED SO THAT FRANCO-PHONE WOMEN HAVE THE HELP THEY NEED TO TAKE PROFESSIONAL DEVELOPMENT AND TRAINING COURSES.

RECOMMENDATION IV

WE RECOMMEND

THAT CAFO INFORM FRANCOPHONE WOMEN IN ONTARIO ABOUT THE CURRENT STATUS OF THE RECOMMENDATIONS MADE DURING THE CONFERENCE, JOBS FOR THE FUTURE: WOMEN, TRAINING, AND TECHNOLOGY, THAT WAS SPONSORED BY THE ONTARIO WOMEN'S DIRECTORATE AND HELD IN TORONTO ON NOVEMBER 28 AND 29, 1984.

FRANCOPHONE WOMEN AND POLITICS

RECOMMENDATION I

WE RECOMMEND

- a) THAT CAFO FIND SOURCES OF SPECIAL FUNDING TO HELP FRANCOPHONE WOMEN WHO WANT TO RUN FOR OFFICE AT THE MUNICIPAL AND/OR THE SCHOOL BOARD LEVELS; AND
- b) THAT CAFO PRODUCE AN INFORMATION BROCHURE, FOR PROVINCE-WIDE DISTRIBUTION, THAT MAKES FRANCOPHONE WOMEN AWARE THAT THEY CAN BECOME DIRECTLY INVOLVED IN POLITICS.

RECOMMENDATION II

WE RECOMMEND

THAT CAFO ASK TVONTARIO TO PRODUCE AN INFORMATION KIT AND VIDEO (FOR WOMEN) ON LOBBYING, THAT WOULD BE BASED ON ACTUAL EXPERIENCES AND PREPARED WITH THE HELP OF FRANCO-ONTARIAN ORGANIZATIONS.

RECOMMENDATION III

WE RECOMMEND

- a) THAT THE GOVERNMENT ENSURE THAT FRANCO-PHONE WOMEN ARE REPRESENTED ON COMMISSIONS; AND
- b) THAT CAFO PROVIDE FRANCOPHONE WOMEN'S GROUPS WITH INFORMATION ON POSITIONS THAT ARE AVAILABLE WITH COMMISSIONS, THAT IT REQUEST LISTS OF POSSIBLE CANDIDATES, AND THAT IT INFORM THE GROUPS OF THE CANDIDATES IT PROPOSES.

RECOMMENDATION IV

WE RECOMMEND

- a) THAT CAFO INCLUDE IN THE SYMPOSIUM'S REPORT A COMPLETE LIST OF COMMISSIONS AND BOARDS OF DIRECTORS WHOSE MEMBERS ARE APPOINTED BY THE PROVINCIAL GOVERNMENT, AS WELL AS A COMPLETE LIST OF PROVINCIAL MEMBERS OF PARLIAMENT WITH THEIR ADDRESSES AND PHONE NUMBERS; AND
- b) THAT THE FFCF* ORGANIZE POLITICAL TRAINING WORKSHOPS AND THAT CAFO LEND ITS SUPPORT TO THE FFCF TO ENSURE THAT IT GETS THE RESOURCES IT NEEDS TO ORGANIZE AND HOLD SUCH WORKSHOPS.

* Fédération des femmes canadiennes-françaises

FRANCOPHONE WOMEN AND RELIGION

RECOMMENDATION I

WHEREAS

the Canadian Conference of Catholic Bishops has accepted the recommendations of the Ad Hoc Committee on the Role of Women in the Church (October 1985),

WE RECOMMEND

THAT THE ONTARIO CONFERENCE OF CATHOLIC BISHOPS ENSURE THAT EACH DIOCESE STRIKES A COMMITTEE OF WOMEN WHO WOULD ASSUME THE RESPONSIBILITY OF THE IMPLEMENTATION OF THE RECOMMENDATIONS.

RECOMMENDATION II

WE RECOMMEND

THE CANADIAN CONFERENCE OF CATHOLIC BISHOPS ENSURE REPRESENTATION FOR THE LAITY WITHIN THE CONFERENCE.

FRANCOPHONE WOMEN AND AGING

RECOMMENDATION I

WHEREAS many women are between 55 and 65 years of age;

WHEREAS they view their retirement years with apprehension; and

WHEREAS there are no programmes for this age group,

WE RECOMMEND THAT CAFO AND/OR THE "FEDERATION DES FEMMES CANADIENNES-FRANÇAISES" (FFCF) CREATE A COMMITTEE TO STUDY THE PROBLEMS FACING THESE WOMEN.

RECOMMENDATION II

WHEREAS there is a limited number of homes and extended care facilities for elderly Francophones;

WHEREAS there is a lack of community services making it possible for elderly women to continue living in their homes or with relatives,

WE RECOMMEND THAT THE ONTARIO GOVERNMENT LOOK INTO THE HOUSING SITUATION OF FRANCOPHONE WOMEN, AND ENSURE THAT THEY HAVE A PLACE TO LIVE AND THE HELP THEY NEED TO CONTINUE FUNCTIONING IN THEIR OWN LANGUAGE AND CULTURE.

RECOMMENDATION III

WHEREAS elderly Francophone women encounter difficulties finding out about the various government services that are available;

WHEREAS many regions of the province have a very low density of Francophones,

WE RECOMMEND THE CREATION OF A CENTRALIZED INFORMATION SERVICE TO INFORM ELDERLY FRANCOPHONES OF THE VARIOUS PROGRAMMES AND SERVICES OFFERED BY GOVERNMENT AGENCIES. THIS SERVICE SHOULD BE MADE AVAILABLE THROUGHOUT THE PROVINCE.

FRANCOPHONE WOMEN - FAMILY AND CONSTITUTIONAL LAW

RECOMMENDATION I

WE RECOMMEND

THAT CAFO PREPARE AN INVENTORY FOR WOMEN, THAT WOULD CONTAIN NAMES AND RESUMÉS, OF THOSE WHO ARE ELIGIBLE FOR POSITIONS IN MANAGEMENT AND HUMAN RESOURCES IN THE CIVIL SERVICE BOTH AT THE PROVINCIAL AND THE FEDERAL LEVELS.

RECOMMENDATION II

WE RECOMMEND

THAT THE PROVINCIAL AND FEDERAL GOVERNMENTS MAKE FRANCOPHONE WOMEN, WHO ARE WORKING FULL-TIME OR JOB SHARING, ELIGIBLE FOR A PENSION PLAN, AND THAT VERY PRECISE CRITERIA BE SET UP FOR CONTRIBUTIONS INTO SUCH PLANS.

RECOMMENDATION III

WE RECOMMEND

THAT A WOMAN WHO HAS COHABITED WITH THE SAME SPOUSE FOR THREE YEARS HAVE THE SAME RIGHTS AS A WOMAN WHO IS MARRIED.

YOUNG FRANCOPHONE WOMEN

RECOMMENDATION I

WE RECOMMEND

THAT THE MINISTRY OF EDUCATION DEVELOP A REALISTIC SEX EDUCATION PROGRAMME (THAT INCLUDES HUMAN RELATIONS, CONTRACEPTION, SEXUALLY-TRANSMITTED DISEASES, INCEST AND SO FORTH) AND THAT IT BE COMPULSORY IN ALL FRENCH-LANGUAGE SECONDARY SCHOOLS IN ONTARIO.

RECOMMENDATION II

WHEREAS

various levels of government are working on the problems of unemployed youth, and whereas young Franco-Ontarian women are disadvantaged because of their language and gender,

WE RECOMMEND

THAT CAFO PRESS FOR A COLLABORATIVE EFFORT BETWEEN VARIOUS GOVERNMENT LEVELS TO DEVELOP BILINGUAL JOB CREATION PROGRAMMES FOR WOMEN, AND ALSO FOR GREATER EMPHASIS ON OPTING FOR TRADITIONALLY-MALE OCCUPATIONS.

RECOMMENDATION III

WHEREAS

cultural factors strongly influence the choices of young Francophone women,

WE RECOMMEND

A) THAT, IN ORDER TO PREPARE YOUNG FRANCO-PHONE WOMEN FOR THE FUTURE, GUIDANCE COURSES PROMOTING POST-SECONDARY EDUCATION BE OFFERED AT THE INTERMEDIATE LEVEL OF ELEMENTARY SCHOOLS; AND

- b) THAT THE MINISTRY OF COLLEGES AND UNIVERSITIES AND THE MINISTRY OF EDUCATION DEVELOP A GLOBAL POLICY FOR PROMOTING POST-SECONDARY EDUCATION TO YOUNG FRANCO-PHONE WOMEN. (THIS POLICY SHOULD PROVIDE FOR TRAINING IN TRADITIONALLY MALE-ORIENTED OCCUPATIONS, DISTANCE ALLOWANCES, BURSARIES, AND SO FORTH).

RECOMMENDATION IV

WHEREAS CAFO stated during the International Year of the Youth that it wanted to appoint a young Francophone to the Council;

WHEREAS the number of young Francophone women attending the first symposium for Francophone women in Ontario was not as high as it should have been;

WHEREAS young Francophone women have specific needs that require urgent attention; and

WHEREAS the government must be informed, on an ongoing basis, of the problems facing young Francophone women,

WE RECOMMEND THAT AT LEAST ONE POSITION ON THE COUNCIL BE CREATED FOR YOUNG FRANCO-PHONE WOMEN, AND THAT THEY BECOME A PRIORITY FOR CAFO.

APPENDIX B

GENERAL INFORMATION

ON

FRANCOPHONE WOMEN IN ONTARIO

October 15, 1985

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THE FRANCOPHONE WOMAN AS SINGLE PARENT

GENERAL INFORMATION

- o For women, going back to work outside the home means taking on a double workload: working both inside and outside the home;
- o The homemaker suffers from isolation and loneliness: for instance, she has very little contact with the outside world and is isolated intellectually;
- o Insufficient services are available to women; for example, day-care services;
- o 80.3% of single parent families are headed by women;
- o In Canada, one out of two female single parents goes to work. This percentage is explained by the fact that many women find it difficult to raise children alone;
- o Female single parents are poor, and live on welfare or unemployment insurance;
- o They earn an average annual salary of \$10,000 as compared to \$25,000 for a non-single parent family;
- o Quality of housing is very poor. It should be noted that nearly half the budget of these women goes towards housing;
- o The socioeconomic situation of the Francophone woman in Ontario is very difficult, whether in rural or urban areas. While employment opportunities for Francophone female single parents in urban areas are proportionately greater than in rural areas, the kinds of employment available are not always well-paid. On the whole, more than 65% of Francophone female single parents live below the poverty line of \$10,000;
- o The Francophone female single parent is less equipped than her Anglophone counterpart to confront the harsh reality facing the female single parent. For one thing, her education level, which is lower than that of an Anglophone woman, closes employment opportunities to her; for another, she does not have the same access to daycare facilities, an essential support service for female single parents. Only 1.6% of daycare centres are Francophone for a population representing 5.6% of the total; and the number of places in these centres is limited.

THE FRANCOPHONE WOMAN AS SINGLE PARENT

SUBJECTS FOR DISCUSSION

- 1) Women as Single Parents:
 - financial assistance
- 2) Working Outside/Inside the Home:
 - problems connected with this dual role
 - ways of helping women (daycare centres)
- 3) The Family Budget:
 - managing the family budget
 - the informed consumer

FRANCOPHONE WOMEN IN THE WORKPLACE

GENERAL INFORMATION

- o Women continue to suffer systematic discrimination in the workplace, particularly with regard to salary, benefits, and opportunities for advancement;
- o At all levels, women have fewer opportunities for advancement than do men. Women hold low-prestige positions.
- o Furthermore, there is a serious difference in income for men and women doing identical work. Women earn an average of only 63% of the salary earned by men;
- o Among major Ontario companies (of 500 employees or more), only one-fifth have an Affirmative Action programme;
- o Note that almost three-quarters of part-time workers are women. This means that these women receive low salaries, do not enjoy any of the benefits accorded to full-time workers, and have almost no opportunity for training, promotion or advancement;
- o We should add that one-fifth of the part-time work, and that 70% of these workers are women;
- o Only 15% of the part-time workforce is unionized, as opposed to 35% of the full-time workforce;
- o Women are under-represented in the unions in comparison to men. Similarly, there are few women on union leadership committees, thus distancing them from issues such as daycare centres, flexible work hours and wage parity;
- o It should be noted that even though a growing number of unions now recognize that women must be accorded a salary equal to that of men for work of equal value, very few negotiated contracts contain such clauses;
- o For Francophone women, there are very few positions available in their own language except in the educational and secretarial fields;
- o In the great majority of cases, Francophone women must work in English, with the ensuing problem of loss of cultural identity;
- o For Francophone women holding a bilingual position, this very often means that they must add the task of translation to their regular duties, without payment as compensation for this extra work;

- o On the whole, Francophone women feel disadvantaged in the labour market on a qualitative rather than quantitative level. However, it is difficult to evaluate at what point the fact of not being able to communicate in one's own language, of being subjected to a sometimes hostile environment, or of having an overload of work, constitutes a serious handicap;
- o In Ontario, Francophone women are at a disadvantage with regard to employment in general, when compared with Anglophone women. For example, while for Anglophone women, the rate of unemployment is 7.7% and the rate of the number active in the workforce is 56%, the figures for Francophone women are 8.5% and 50.3% respectively;
- o In Ontario, the number of unionized women rose from 17.5% in 1979 to 29.5% in 1981. However, it appears that the involvement of Francophone women in positions of leadership in the unions has not followed suit. Indeed, it appears that the combination of being a woman and Francophone is not "highly thought of" in the unions;
- o In general, Francophone women in Ontario are doubly victimized (as a woman and as a Francophone), which clearly separates their situation in the workplace from that of the Anglophone women;
- o Although active* Francophone women account for 40.06% of the Francophone workforce in Ontario, they are far more affected by unemployment than the Francophone particularly in rural areas;
- o Moreover, Francophone women in rural Ontario are often subject to cultural tradition, even more than Anglophone women. For example, in rural areas, the "active population"** among Francophone women is 0.2% of their total, as compared to 4.3% among Anglophone women.

* Active population = working + unemployed
 ** Same

FRANCOPHONE WOMEN AND THE WORKPLACE

SUBJECTS FOR DISCUSSION

1) Work Legislation in Ontario of Interest to the Female Labour Force:

- part-time work
- maternity leave
- benefits

2) Equal Pay for Work of Equal Value:

- affirmative action programme
- legislation

3) Unions:

- the presence of women on leadership committees
- the role of the unions

4) Availability of Employment at the Employers' Level:

- opportunities for higher-level openings and advancement

5) Pensions:

- women injured at work

FRANCOPHONE WOMEN AND HEALTH

GENERAL INFORMATION

- o Women are the heaviest consumers of medications. For example, they take more valium than men;
- o Women suffer from anxiety and nervous breakdown more often than men. Moreover, this rate is higher among single, separated, and divorced women than among married women;
- o Among the "escapist" illnesses traditionally considered "feminine", one can mention severe anxiety, nervous breakdown, hysteria, the phobias and anorexia;
- o Note that the choice of doctor/gynecologist is limited for those who cannot pay the extra fees, or those living in remote regions;
- o Nowhere in Ontario is there a full health sciences programme in French at the university level;
- o There is a shortage of Francophone professionals in the fields of speech therapy, occupational therapy, physiotherapy, and mental health;
- o Furthermore, while doctors, therapists, and medical facilities are widely available in southern Ontario, they are totally lacking in many regions of northern Ontario. The result is an inadequate service and much high costs for Northerners;
- o According to recent studies taken by Statistics Canada*, young women active in the labour market are in much better health than those who do not work outside the home. Since there is a lower "active population" rate among Francophone women in Ontario than among Anglophone women, or among women of all linguistic groups, more Francophone women are destined to have health complications;
- o It is difficult for a Francophone woman in Ontario to obtain medical services in her own language, where she would feel much more comfortable, if only to explain or reveal her health problems, whatever their nature, owing to the limited number of Francophone doctors in all regions.

* "Better Health for Working Women", Le Droit (June 4, 1984).

** "Active population" = employed population + unemployed population.

FRANCOPHONE WOMEN AND HEALTH

SUBJECTS FOR DISCUSSION

1) Preventive Medicine:

- Odyssey information programme
- medicines
- drugs/alcoholism
- diet (general health)
- family planning

2) Physical and Mental Health:

Physical Health

- premenstrual tension
- menopause
- cancer
- anorexia - obesity
- access to medical files

Mental Health:

- female "escapist" illnesses
- psychological support
- access to medical files

3) Health Services for Francophone Women:

- making up for the shortage of health services in French and the shortage of Francophone professionals
- the shortage of services in rural and remote areas.

THE FRANCOPHONE WOMAN IN SOCIETY

GENERAL INFORMATION

- o For women, social involvement takes place mostly within the context of an ideology of availability and service to others;
- o Volunteer work performed by women has been, without any doubt, very profitable economically and socially for the State, the Church, and the other organizations and individuals who have solicited their aid;
- o However, a growing number of women are channelling their energies into activities aimed at improving women's lives;
- o In fact, social changes among women (the return to salaried work, the rise in the number of single women and single parents) have made them more conscious of the discrimination they have been subjected to. Women have thus rallied in support of the needs particular to their condition of being women;
- o For example, women have organized day-long information sessions and colloquiums; they have created homes for battered women, women's centres, and daycare centres; they have formed political action committees to promote women's participation in the political process;
- o Community involvement certainly offers women an opportunity for fulfillment and personal advancement, particularly for women who do not hold a paid position outside the home;
- o In French Ontario, there are some very solidly-based women's organizations;
- o Today, the change taking place is that many of these organizations are calling into question the role of serving others that they have traditionally played. The need for training, information and specific services which women have perceived and expressed, is giving rise to changes in the orientation of established associations and is promoting different kinds of associations;
- o For Francophone women, the possibility of speaking French in these organizations responds to a deep inner need;
- o The modern family is smaller, more isolated, and less permanent than families of the past;
- o The homemaker considers that her primary responsibilities are her children and the upkeep of her home. She has often interrupted or abandoned her career or training to get married and raise her children;

- o Her life is one of financial dependence on her husband, particularly when a marriage breaks up;
- o Work in the home is little acknowledged, both financially and socially;
- o Women do not have access to enough services, for example, daycare facilities;
- o The unique role of Franco-Ontarian women: playing a vital part as educators with the family, passing on their culture and religion;
- o Francophone women have, on average, more children than Anglophone women. In 1971, Francophone women had an average of 3.3 children each while their Anglophone counterparts had 2.4;
- o Furthermore, the number of women living in a rural environment or in small towns is higher among Francophone women. In 1981, 24% of Francophone women lived in a rural environment, as compared to 19% of Anglophone women;
- o Consequently, women who live far from major centres have less access to training, employment, and all services;
- o The situation indicates that Francophone women are more often at home, that is, without paid employment and therefore more dependent economically than Anglophones;
- o In Ontario, the participation of Francophone women in the political process is almost nil; yet the political process is an important tool for the improvement of society;
- o In the Ontario book publishing industry, Francophone women writers are often "confined" in the "classic" tradition to the educational and social fields. Works published for them are principally children's books or books on sociology;
- o A growing number of Francophone women in Ontario work in the communications field (media). However, this does not always represent an improvement in professional standing for those in the lower echelons, because of the low salary;
- o Francophone women in Ontario are as involved as Francophone men in the artistic professions, except perhaps in the plastic arts;
- o Francophone women are joining together more and more into numerous organizations of all types, including certain provincial, highly decentralized organizations such as the UCFO (Union culturelle des Franco-Ontariennes), with a head office and 69 regional offices, bringing together 3,500 active women members.

THE FRANCOPHONE WOMEN IN SOCIETY

SUBJECTS FOR DISCUSSION

1) Volunteer Work - Service:

- its importance
- recognition
- development

2) Volunteer Work - Commitment:

- its importance

3) Francophone Women's Groups:

- their aims and objectives
- their place in relation to other women's groups; their unique role
- women's solidarity
- leadership
- organizational planning

4) The Woman as Homemaker:

- becoming more aware, and opening up to the outside world
- greater prestige for the homemaker's role
- loneliness, isolation
- information, training (rural areas)

FRANCOPHONE WOMEN AND THE ECONOMY

GENERAL FACTS

One of the facets of the exploitation of women is the social negation of their economic contribution and their limited position within the family economy.

Concrete examples:

- o Most women are poor. Regardless of their family standard of living, their greatest common denominator is undoubtedly this poverty which keeps them dependent on their spouse, the family, or the state;
- o Only 22% of the women working in the private sector have a retirement pension plan available to them;
- o Pensions are a direct function of income. A low salary therefore brings in a small pension. Women customarily occupy low-paying jobs and are rarely covered by retirement plans;
- o Women's "career paths" differ from those of men owing to pregnancies and responsibilities related to bringing up their children. This places them at a disadvantage since eligibility for retirement pension plans usually requires a lengthy period of continuous service;
- o Since women live longer than men, they need an income that lasts longer;
- o Moreover, Canadian statistics do not recognize work in the home because it is unpaid. Homemakers thus form part of the so-called "inactive" segment of the population. Their economic situation is thus dependent on the generosity of their spouse;
- o Many homemakers are excluded from retirement plans which require a lengthy period of continuous service. Most of those who have access to their spouse's pension fund will inherit only half of it, if any;
- o Moreover, many women work for their husband's business (such as retail businesses, small and medium-sized businesses, professionals' offices). These working spouses often receive no direct (salary) or indirect remuneration (acknowledgement of debts, pensions, shares, dividends);
- o In fact, the work of these unpaid spousal assistants is considered a normal extension of their housework. The status of these women is that of spousal helper, an aid to the business, nothing more;

- o When it is a question of "going into business", women often experience greater difficulties than men. They lack, for example, training and information, community support, and experience dealing with risks. They come up against their poor investment capacity (poverty) and are faced with difficult access to credit and grants as well as the difficulties inherent in reconciling family and business;
- o There are not as many Francophone women as Anglophone or women of other origins on the labour market. For example, the participation rate for Francophone women is 50.3% as compared with 56% for Anglophone women and 53.3% for any other ethnic group;
- o Active* Francophone women generally earn in the low income ranges. For example, 72% of Francophone women in North-western Ontario and 70% in North-eastern Ontario earn less than \$10,000 which is below the poverty level;
- o Francophone women generally earn less than Francophone men (who, moreover, as a rule earn less than their Anglophone counterparts). For example, in North-western Ontario, 17% of active Francophone men earn more than \$30,000 as compared with 0% for Francophone women active on the labour market;

* Active population = working + unemployed

FRANCOPHONE WOMEN AND THE ECONOMY

TOPICS FOR DISCUSSION

1) Pension sytem:

- present deficiencies
- improvements
 - . women working outside the home
 - . women at home
 - . women performing part-time work

2) Recognition of housework:

- salary to be negotiated
- legislation (pension)

3) Unpaid spousal assistants:

- recognition of their work
- benefits

4) Entrepreneurship and women:

- information, motivation
- financing means
- choice of business types and methods

5) Women and investment:

- high finance

FRANCOPHONE WOMEN AND VIOLENCE

GENERAL FACTS

Battered women and victims of rape

- o One out of every five women will be a victim of a sexual assault and half of these women will be victims of this violence in the home;
- o Many of these victims will suffer long-standing traumatic effects;
- o One out of every ten women in Canada is beaten by her spouse;
- o Shelters for battered women (transition houses) are funded jointly by the federal, provincial and municipal governments. They receive per-diem grants and are thus required to spend a lot of time lobbying for funds. The viability of these assistance centres for victims of violence also depends on grants;
- o On the other hand, these centres do not exist in every region and may be closed just when a women needs its services.

Pornography

- o Pornography is a form of discriminatory exploitation of women and children;
- o The pornography industry is aided and abetted by our sexist culture and in turn contributes to maintaining the values of this culture. Pornography has been confused with the concepts of sexual freedom. As a result, people have lost sight of the fact that pornography is a real threat to life, safety, freedom and the dignity of women and children.

Sexual harassment or daily nuisances

- o No woman is spared incidents of sexual harassment, which can be more appropriately called daily nuisances. Such is the reality of being a woman;

- o Look at advertising which underlines the value of woman as object, and highlights the decorative and utilitarian side of women;
- o In Ontario, Francophone women suffer more than Anglophone women from the results of violence, especially in rural or semi-urban areas. In regions where Francophones account for 1 to 10% of the total population, shelters for women who are victims of rape and violence rarely offer services in French. As a result, Francophone women have very little moral support and professional help available to them;
- o Because of a lack of adequate services in French for battered women or victims of sexual assault in low-density French-speaking regions, Francophone women must do their own organizing such as the session "En tant que femme" which they organized in December 1984 in Sudbury, or the pressures they brought to bear for the creation of a coordination committee for battered women in Ottawa-Carleton in 1985;
- o Recent studies in psychology have shown that rape frequently pushes the victim into prostitution. Young Franco-Ontarian women unfortunately also figure among these findings.

FRANCOPHONE WOMEN AND VIOLENCE

TOPICS FOR DISCUSSION

1) The needs of battered women and victims of rape:

- "transition houses" and rape crisis centres
- French-language services
- services in remote, rural regions

2) Intervention of the provincial government:

- information to the public
- protection of women against violence
- legal aid

3) Pornography:

- definition
- its consequences
- means of action (legislation)
- education

4) Combatting sexual harassment

- daily nuisances
- values instilled through advertising
- towards non-sexist advertising
- incest

FRANCOPHONE WOMEN : TRAINING AND TECHNOLOGY

GENERAL INFORMATION

- o Over the last two decades, the rate of women's participation in the labour market has increased considerably. Projections for the future estimate that within 20 years' time, the proportion of men and women in the labour market will be equal;
- o Women are considered to be secondary wage-earners. However, official statistics as well as the testimony of Francophone women prove that they work firstly out of financial necessity, either because they are single, with or without children, or because their husbands' incomes are insufficient;
- o Statistics reveal that women are over-represented in the service industries;
- o Few women hold positions at the middle or upper management levels;
- o Women are concentrated in pink-collar ghettos since their careers are mainly in traditional fields (office work, sales, services and education). It should be noted that these employment sectors are generally poorly-paid, require little responsibility and offer little opportunity for advancement;
- o Women are under-represented in the fields of science, health, engineering, mathematics, technology, agriculture and management;
- o The new technology will alter the present employment structure. A gradual reduction in support personnel largely made up of women is predicted;
- o Since the new technology makes stricter control possible, the need for supervision decreases, thus eliminating one means of access to management positions for women;
- o It is mainly around the 7th and 8th grade levels that girls drop their mathematics and science courses, subjects required for virtually all employment connected with the new technology;
- o Francophone women have a lower level of education than Anglophone women, which may explain the difference in the types of positions they hold. For example, it has been observed that Francophone women most often work in the manufacturing sectors;

- o In Ontario, fewer Francophone women than Anglophone women have a university education. While 21.29% of women in general undertake post-secondary study, only 18.38% of Francophone women do so. Furthermore, only 12.66% of Francophone women hold a university diploma as opposed to 14.33% of women from all other linguistic groups;
- o It is difficult for many Francophone women in Ontario to have access to any training because of the high illiteracy rate among them. For example, in all regions, central, eastern, northeastern and northwestern Ontario, the illiteracy rate among Francophone women is twice that of Anglophone women;
- o Finally, the Francophone woman in Ontario is a victim of cultural stereotyping with regard to her professional training; she is thus pushed towards the "traditional" educational and social fields.

FRANCOPHONE WOMEN : TRAINING AND TECHNOLOGY

SUBJECTS FOR DISCUSSION

1) Training:

- reentering the labour market
- returning to studies (academic upgrading)
- towards non-traditional jobs (professional ghettos)
- towards a non-sexist education
- continuing education
- career planning

2) Technology:

- girls and science
- jobs of the future: getting prepared
- "technological evolution": information - co-operative training

FRANCOPHONE WOMEN AND POLITICS

GENERAL INFORMATION

- o Women's involvement in the political scene continues to be very low, with the exception of politics at the municipal and school board levels;
- o Furthermore, not all women have access to political and economic power networks to permit them to develop ties and help one another;
- o Women generally run for an office which is suited to their background and experience. It is easier for them to run for a school board than in a provincial election because education falls within their scope of activities;
- o This feature is characteristic of Franco-Ontarian women since their struggle for the safeguarding of Francophone culture has generally been centred on the conflict in the school boards. Even today, the conflict within the school boards continues to drain a large part of their energies;
- o Women are not conditioned to aspire to power. Often, it is only as a result of pressure from those around them that they agree to run as a candidate in an election;
- o One of the obstacles most frequently encountered by women who want to enter politics is the lack of financial resources;
- o The participation of Franco-Ontarian women in the upper levels of the Ontario Civil Service is very limited. Of the total 663 management or executive positions held by both men and women, 11.2% are held by women; only 0.02% of this percentage are held by Francophone women.
- o The Francophone woman is under-represented in the political process in Ontario:
 - In 1981, only one out of the 56 women running in the provincial election was a francophone. In 1985, there was not a single Francophone among the 65 candidates. Furthermore, the number of Anglophone and other female political personnel in the ministries (advisers, assistants, and ministerial secretaries) is quite large (about 52%, while the Francophone woman represents only 0.07% of the positions in this area);
- o The Symposium is an important first with regard to the participation of the Francophone woman in Ontario's social development. Here is her opportunity to express her will to participate and be more actively involved in the political process. For the Francophone woman, too, has a political conscience.

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1) Involvement of Women in Politics:

- ## 2) Political Lobbying:

- 3) Political Organization:

- #### 4) Private Life is Also Political

FRANCOPHONE WOMEN AND RELIGION

GENERAL FACTS

- o The awakening of a social conscience concerning the status of women led to an ecclesiastical conscience;
- o Women, mainly those involved in the Church, concerned with pastoral care or those in charge of Church movements or agencies, are confronting religious culture;
- o Questions asked by these women: Who are we in the Church? What is our history and what does the future hold for us? Why are we not full-fledged Christians, fully integrated into the social systems and the structures of the Church?
- o Women want to shape their future in the Church. Many of them are currently involved in arranging opportunities for meetings and get-togethers;
- o Francophone women have always attached great importance to maintaining and passing on religious values;
- o In the past, religion often restricted the socio-professional development of Franco-Ontarian women. Times have changed, however, and Francophone women are now faced with reconciling religious values with the new values and affirmations held by women. For example, the abortion issue represents an obvious conflict between religion and the constitutional, social and physical rights of women;

FRANCOPHONE WOMEN AND RELIGION

TOPICS FOR DISCUSSION

1) The role of women in the Church:

- their contribution
- their demands (Conference of Canadian Bishops)

2) The Transmission of religious values:

- the role of women

FRANCOPHONE WOMEN AND AGING

GENERAL FACTS

- o The group of women studied for purposes of this workshop were 55 years of age and older. It was noted that unmarried women over the age of 55 had to deal with special kinds of problems. As a result, we felt it essential to examine the situation of women in the pre-retirement years as well;
- o Poverty is a problem which concerns mainly women and which depends significantly on their family situation. Single women, widows, separated women and divorcees, as well as elderly women are the most adversely affected by poverty;
- o Many elderly women view part-time work as a means of solving their financial problems. However, the low wages they are paid and the absence of benefits mean that they often experience great difficulty keeping above the poverty level. Moreover, as the women grow older, they face prejudice on account of their age;
- o Being in a financially disadvantageous position, elderly women have scarcely any housing options;
- o Elderly women tend to experience more health problems with aging. Of note is osteoporosis, a disease affecting many elderly women;
- o Many factors (run-down or inadequately heated housing, poor diet) represent additional risks of illness and accidents for elderly women;
- o Over-medication is a serious common problem among elderly women. Mention can be made of the frequent prescribing of tranquillizers and anti-depressants;
- o Women make up 85% of surviving spouses. Loneliness, in varying degrees, is a problem for most widows;
- o Another problem is that the elderly women are not aware of the kinds of services that are available in the community;
- o They are also "side-lined" or kept apart by society;
- o In Ontario there are more Francophone women over 64 years of age in North-eastern Ontario (9.6% of the total population of Francophone women) and in south-western Ontario (8.9%) as compared with the average of 6% in the other regions of the province;

- o Francophone women over the age of 64 years in Ontario do not have access to adequate psychological and professional support owing to the lack of facilities for elderly Francophones, bilingual medical centres and French-speaking staff to provide counselling and home assistance to the aged;
- o In Ontario, Francophone women over 64 years of age, living in a region where there are few Francophones, suffer from obvious "linguistic loneliness";
- o As a rule, any assistance to the elderly Francophone women in Ontario is provided on a volunteer basis by Francophones because of a lack of qualified French-speaking personnel;
- o While the Francophone youth in Ontario have a priority place in the tourism and recreation programs, the aged have not yet been given their rightful place.

FRANCOPHONE WOMEN AND AGING

TOPICS FOR DISCUSSION

1) Aging at leisure:

- preparing for retirement
- information on assistance programs and services
- access to support systems

2) Needs of aging and elderly women:

- improved pension system
- adequate income
- adequate housing

3) Physical and mental health:

- diseases and illnesses common to elderly women
- diet, prevention
- psychological support (integration into society)

4) Recreation:

- facilities
- means of fighting loneliness
- gatherings
- sports and physical fitness
- travel

FRANCOPHONE WOMEN : FAMILY AND CONSTITUTIONAL LAW

GENERAL FACTS

- o A woman who divorces her husband is at present entitled to 50% of the family assets, regardless of who has been designated owner of these assets. A widow, on the other hand, may be disinherited from all her husband's name;
- o Eight out of ten private retirement plans carry no provisions for payment of pension benefits to survivors of the policy holder;
- o Survivors' benefits are, however, essential for women who are nearing retirement age since many of them do not have their own private pension plan;
- o Even when there is provision for survivor benefits under a private pension plan, these benefits often account for only 50% of the retirement pension;
- o These days 40% of marriages terminate in divorce. For this reason, a pension is in a way a family's most valuable asset. Pensions should be considered an element of the family's assets and hence an automatically divisible asset in the case of divorce;
- o At present when a woman divorces, her chances of obtaining a permanent support settlement are increasingly slim, even after many years or working full-time in the home.

FRANCOPHONE WOMEN : FAMILY AND CONSTITUTIONAL LAW

TOPICS FOR DISCUSSION

- 1) Pension system:
 - current pensions
 - deficiencies, proposals (pensions for housewives)
 - wills
- 2) Support payments:
 - reforms
- 3) Protection:
 - information
 - legal rights
- 4) Family rights:
 - legislation
 - French-language services
- 5) Women and family and constitutional law

YOUNG FRANCOPHONE WOMEN

GENERAL FACTS

Education:

- o In Ontario, education is a major concern of young Francophone women. For example, a higher percentage (66%) of Francophone girls, between the ages of 15 and 19 years, attend secondary school than their English-language (64%) or other (60%) counterparts;
- o However, in Ontario not as many young Francophone women between the ages of 20 and 29 years hold a university degree (16%) as do Anglophone women (23%) in the same age group;
- o According to statistics provided by the University of Ottawa, there would appear to be a recent increase of women registration in "technic sciences" (applied sciences, mathematics, physics and chemistry, for example), whereas in the "traditional" field of education, the percentage seems to be maintaining itself. For example, the percentage of young Francophone women in the "technical" sciences rose from 29% in 1980 to 37% in 1986 while the rate in education sciences was about 73% in 1980 and in 1984;
- o Generally speaking, young French-speaking women in Ontario have made great educational strides in the past ten years or so.

Economics

- o In Ontario, there is an obvious trend toward the centralization of young active Francophone women in low-paying subordinate jobs on the labour market. For example, about 26% of young women, ages 15 to 24, holding full-time jobs, were office workers (secretarial work), and 17% were involved in the service industry;
- o For the young Francophone women who are already on the labour market, it would appear that socio-cultural discrimination still confines them to the social sciences and education, and blocks their access to the fields of natural sciences, engineering and mathematics;

- o The lack of economic diversification other than forestry and mining industries in Northern Ontario forces young women to leave their regions if they want to embark upon a professional career or simply to find a job. Employment in industry related to Northern resources seems to be still considered an area for men;
- o Young Franco-Ontarian women, between the ages of 15 and 24, are the most affected by unemployment. Their unemployment rate is 14.4% as compared with 11.8% for young French-speaking men and an average of 5.4% for any other age group of Francophones, men or women, active on the labour market;
- o The highest unemployment rate for young Francophone women in Ontario is to be found mainly in rural areas. Of the total population of Francophone women 15 years and older on the labour market in rural areas, 10.8% are unemployed. Moreover, the unemployment rate jumps to 17.6% for the 15-24 age group;
- o In Ontario, the unemployment rate for Francophone women 15 years and older who are on the labour market in an urban area is 9.1%. While it is not as high as in the rural areas, the percentage rises to 13.6% when we consider the 15-24 age group. Here again, young Francophone women are in difficult economic situation;
- o In Ontario, young Francophone women between the ages of 19 and 24 years seem to be less active* on the labour market than their English-speaking counterparts. The percentage of Francophones who are not active on the labour market is 48% as compared with 40% for Anglophones in the same age group.

In society

- o The young Francophone women of Ontario are becoming anglicized. While they often become assimilated to avoid linguistic and socio-economic discrimination, they also do so for matrimonial reasons. For example, there has been a significant increase in the population of young wives who have French as a mother tongue and who have married men who speak only English at home;
- o As a rule the young Francophone women of Ontario do not marry as young as they did in the past. Marriage takes place more or less at the same ages as for English-origin women. Nevertheless, the percentage of young women marrying very young, between 15 and 17 years of age, is much higher in rural areas than in the city (18.46% in rural areas as compared with 10.20% in the city);

* Active population = employed population + unemployed population

- o In Ontario, young Francophone women between the ages of 15 and 24 are very active politically in the universities, secondary schools and technical colleges. In politically oriented youth associations such as "Direction Jeunesse" and the "Fédération des Élèves secondaires franco-ontariens", close to half of the young people involved are young women;
- o Young Francophone women contribute to the development of French-language information in Ontario through associations such as "Presse-Jeunesse";
- o And, like all young women, Ontario's young Francophone women are in conflict with their elders over "traditional" values in religion, marriage, professions, and many other subjects.

SUBJECT FOR DISCUSSION:

The Young Francophone Woman:

- Her life and reality.

APPENDIX C

LIST OF PARTICIPANTS
TO THE
FIRST SYMPOSIUM FOR FRANCOPHONE WOMEN

TORONTO, OCTOBER 25 AND 26, 1986

ADAM Dyane	Cornwall	Comité de la femme
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BARBARY Pauline	Gloucester	Conseil scolaire cath. Carleton
BARIL Raymonde	Gloucester	Kiosque
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BÉLANGER Hélène	Bourget	Kiosque - U.C.F.O.
BÉLANGER Hélène	Hawkesbury	Assoc. fermières de l'Ontario
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BÉLANGER Mignone	Ottawa	F.F.C.F.
BÉLANGER Suzanne	St. Catharines	Collège Niagara/L'Informateur
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BERTRAND France	Ottawa	Comité de soutien
BESNER Odette	St-Isidore	U.C.F.O.
BISSON-SOROKA Annette	North Bay	F.F.C.F.
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HAMELIN Nicole	Windsor	à titre personnel
HAY Micheline	Ottawa	à titre personnel
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LACROIX Pauline	Toronto	à titre personnel
LACROIX Rita	Oshawa	F.F.C.F.
LACROIX-LAPOINTE Serg.	Gatineau	à titre personnel
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LAFLAMME-DROUIN Lise	L'Orignal	PERSONNE-RESSOURCE
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MORIN Michel	Toronto	TVOntario
MORIN Pierrette	Sudbury	A.C.F.O. Sudbury
MORIN Pierrette	Chelmsford	U.C.F.O. / Chelmsford
MORRISSETTE Marie T.	Ottawa	COMITE DE SOUTIEN
MUNRO Lily	Toronto	INVITÉE D'HONNEUR
MYNER Louise	Hawkesbury	PERSONNE-RESSOURCE
MYRE Colette	Noelville	U.C.F.O.
NADEAU André	Ottawa	CBOF Radio-Canada
NADEAU Jeanne d'Arc	Oshawa	C.C.L.F.
NADON Linda	Noelville	U.C.F.O.
NAUBERT Colette	Toronto	Ministère des Aff. civ. & cult.
NAZAIRE Denyse	Toronto	INVITÉE D'HONNEUR - CAFO
NOTTE Hélène	Sarnia	A.F.C.S.O.
NUNNEY Myriam	Peterborough	à titre personnel
O'REILLY Judy	L'Orignal	INVITÉE SPÉCIALE
OUELLETTE Jeannine	Kapuskasing	INVITÉE SPÉCIALE
PAGEAU Claire	Toronto	à titre personnel
PAGEAU Lucien	TORONTO	SECRÉTARIAT - CAFO
PAIEMENT Madeleine	Pain Court	F.F.C.F.
PAQUETTE Anne-Marie	Cornwall	A.C.F.O de l'Estrie
PAQUETTE Carmen	Ottawa	PERSONNE-RESSOURCE
PAQUETTE Marie-Rose	St-Isidore	U.C.F.O.
PAQUIN Doris	Niagara Falls	F.F.C.F.
PARÉ Thérèse	Oshawa	C.C.L.F.

PARIS Françoise	Toronto	à titre personnel
PARISIEN Gilberte	Hawkesbury	Ass. régionale Aînés franc.
PARISIEN Pauline	L'Orignal	à titre personnel
PARKER Margot	Toronto	SECRÉTARIAT - CAFO
PATENAUDE Lorette	Embrun	U.C.F.O.
PAULIN-CHIASSEON Céline	Sudbury	CBON Radio-Canada
PAVAN-FARNWORTH Lee	Nepean	Collège Algonquin
PAYANT Chantal Jacqueline	Ottawa	Direction Jeunesse
PELADEAU Claire	Alfred	U.C.F.O.
PELLETIER Jacqueline	Ottawa	ANIMATRICE
PENDRITH Frances	Toronto	Min. Serv. soc. & communaut.
PENNY Yvonne	Toronto	Kiosque
PÉPIN Louise	Chelmsford	Collège Cambrian
PERKINS PEGGY	London	Health/Welfare Services London
PERRIN Franck	TORONTO	SECRÉTARIAT - CAFO
PETIT Marie-Claude	Toronto	à titre personnel
PETRIV Lucy	Toronto	Min. Serv. soc. & communaut.
PHARAND Gaëtan	Sudbury	A.C.F.O. Sudbury
PHILIPPE Gabriëlle	Ottawa	INVITÉE SPÉCIALE
PICARD-RENAUD Pierrette	North Bay	A.E.F.O.
PICHETTE Rosanne	Mattawa	INVITÉE SPÉCIALE (F.F.C.F.)
PIGEON Denise	Oshawa	F.F.C.F.
PINSONNEAULT Madeleine	Pain Court	F.F.C.F.
PLOUFFE Aline	Timmins	PERSONNE-RESSOURCE
PLOUFFE Huguette	St. Catharines	F.F.C.F.
PLOURDE Lydia	Windsor	U.C.F.O.
PLOURDE Rita	Pointe-aux-Roches	F.F.C.F.
POIRIER Alain	Toronto	CJBC Radio-Canada
POIRIER Cécile	Williamstown	U.C.F.O.

POIRIER Jean	Toronto	INVITÉ D'HONNEUR
POIRIER Yolande	Sturgeon Falls	U.C.F.O.
POPIEL Monique	Don Mills	C.C.L.F. North York
POTVIN Claudette	French Hill	U.C.F.O.
POUDADE Simone	Ottawa	à titre personnel
POULIN Lucille	Windsor	U.C.F.O.
POULIN Marie	Ottawa	Radio-Canada
POULIOT Bella	Cochrane	INVITÉE SPÉCIALE
POULIOT Jeanne	Windsor	U.C.F.O.
POULIOT-SNELLINGS Luc.	Toronto	Ministère de l'Éducation
PROULX Marie-Aimée	Ottawa	F.F.C.F.
PROULX Monique	Cumberland	U.C.F.O.
PROULX Rita	Hammer	F.F.C.F.
PROVOST Lise	Thunder Bay	Comité des femmes francophones
QUARRELL J. Claudette	Thunder Bay	Secrétariat d'État
QUESNEL Janine	Crysler	U.C.F.O.
QUESNEL Thérèse	St-Albert	U.C.F.O.
RACETTE-HODGKINS Carole	Toronto	Ministère de la Santé
RACETTE-LÉVÊSQUE Dorée	Limoges	U.C.F.O.
RACINE Jeannine	Casselman	U.C.F.O.
RACINE Solange	Oshawa	C.C.L.F.
RACINE-LEMIRE Guylaine	Cornwall	Comité des femmes francophones
RAINVILLE Viviane	Azilda	F.F.C.F.
RENAULT Carmen	Sudbury	à titre personnel
RHÉAUME Yolande	Sudbury	F.F.C.F.
RICHARD Madeleine	Oshawa	F.F.C.F.
RICHER Cécile	Windsor	à titre personnel
RICHER Gisèle	Vanier	Présentatrice
RICHER Paulette	Windsor	CBEF Radio-Canada

RIOUX Jeannine	Thunder Bay	Comité femmes francophones
RIVET Liliane	Hanmer	PERSONNE-RESSOURCE
ROBERGE Andrée	Sudbury	Conseil Statut Femme/Univ.Laur.
ROBITAILLE Francine	Toronto	SCRIBE
ROBITAILLE-NELSON Jean.	Toronto	à titre personnel
RODRIGUE Diane	Timmins	A.C.F.O. Timmins
RODRIGUE Lucille	Sudbury	A.C.F.O. Sudbury
RODRIGUE Lydia	Hearst	F.F.C.F.
RODRIGUE Monique	Chelmsford	U.F.C.O. / Chelmsford
ROSEWARNE Laurie	Ottawa	ARTISTE INVITÉE
ROSSIER Geneviève	Sudbury	CBON Radio-Canada
ROUSSIN Pauline	Glen Robertson	U.C.F.O.
ROY Carmen	North Lancaster	U.C.F.O.
ROY Laurette	Vanier	INVITÉE SPÉCIALE
ROY Lorraine	Nakina	INVITÉE SPÉCIALE
ROY-HARRISON Carole	Toronto	SCRIBE
ROY-LALANDE Marinette	L'Orignal	SCRIBE
ROY-PROULX Monique	Welland	Collège Niagara Arts appliqués
ST-AUBIN Thérèse	Kapuskasing	INVITÉE SPÉCIALE
ST-CYR Diane	Vanier	à titre personnel
ST-CYR Micheline	Toronto	Regroup. écrivains francophones
ST-DENIS Denise	Windsor	F.F.C.F.
ST-ONGE Cécile	Chelmsford	F.F.C.F.
ST-ONGE Laurette	Windsor	F.F.C.F.
ST-ONGE Lola	Windsor	A.C.F.O. Windsor/Essex/Kent
SABOURIN Jeanne	Toronto	INVITÉE D'HONNEUR
SABOURIN Monique	Ottawa	A.F.C.S.O.
SAMSON-HYSLOP Louise	Kingston	A.C.F.O.
SASSEVILLE Jocelyne	Toronto	TVOntario

SASSYCK Mila	Toronto	CBLFT Radio-Canada
SAUVÉ Clément	Toronto	INVITÉ D'HONNEUR
SAUVÉ Georgette	North Lancaster	A.C.F.O. de l'Estrie
SAVOIE Roger	Toronto	INVITÉ D'HONNERUR
SCHER Christiane	Toronto	CJBC Radio-Canada
SCOTT Ian	Toronto	INVITÉ D'HONNEUR
SCOTT Micheline	Ottawa	ARTISTE INVITÉE
SÉGUIN Claire	Toronto	Ministère de la Santé
SÉGUIN Denyse	North Bay	U.C.F.O.
SÉGUIN Jeannine	Cornwall	ANIMATRICE
SÉGUIN Pierrette	Casselman	U.C.F.O.
SÉGUIN Thérèse	St-Isidore	U.C.F.O.
SIROIS Michelle	Toronto	à titre personnel
SLOAN Irène	Thunder Bay	INVITÉE SPÉCIALE
SMITH Beverley	Toronto	Ministère des Affaires inter.
SMITH Dawn	Toronto	Women of the World Productions
SOUCIE Rollande	Orléans	PERSONNE-RESSOURCE
SOUCY Pyerrette	Timmins	U.C.F.O.
SULE Stéphanie	Toronto	Kiosque
SYLVESTRE Elmira	Saint-Joachim	F.F.C.F.
TALBOT Louise	Hearst	INVITÉE SPÉCIALE - Parmi-elles
TANGUAY Pauline	Cochrane	U.C.F.O.
TARDIF Lise	Sudbury	à titre personnel
TESSIER Florence	Bleazard Valley	F.F.C.F.
THAUVETTE Patricia	Casselmnn	COMITÉ DE PLANIFICATION
THÉBARGE Constance	Vanier	Centre recher.en civ.can.-fran.
THÉORET David	Toronto	CBLFT Radio-Canada
THÉRIAULT Paulette	Ottawa	Action Education des Femmes
THÉRIAULT Rita	Hull	F.F.C.F.

THERRIEN Claudette	Nakina	Comité des femmes francophones
THIBODEAU Doris	Earlton	U.C.F.O.
TOUCHETTE Marie	Sudbury	à titre personnel
TOUSSAINT Pierre-Eddy	Toronto	A.C.F.O.
TRÉPANIÉ Rachel	Ruscom	F.F.C.F.
TROTTIER Michèle	Ottawa	ANIMATRICE
TURCOTTE Helen	Kapuskasing	École sec. Cité des Jeunes
VACHON Céline	Windsor	U.C.F.O.
VACHON Diane	Ottawa	PERSONNE-RESSOURCE
VACHON Hélène	Hearst	Hôpital Notre-Dame
VAILLANCOURT Hélène	Windsor	U.C.F.O.
VAILLANCOURT Jeanne	Ottawa	Kiosque
VAILLANCOURT Judith	Niagara Falls	F.F.C.F.
VAILLANCOURT Micheline	Toronto	Société Radio-Canada
VAKHARIA Nadia	Toronto	Ministère de l'Environnement
VALADE Thérèse	St. Raphael	U.C.F.O.
VAN BUREK Anne	Toronto	à titre personnel
VEIL Simone	PARIS	INVITÉE D'HONNEUR
VEILLEUX Irma	Hearst	A.E.F.O. Hearst
VILLENEUVE Marcelle	St-Isidore	U.C.F.O.
VINETTE Nycol	Ottawa	F.F.C.F.
VORMS Louis	TORONTO	INVITÉ D'HONNEUR
VORMS Madame Louis	TORONTO	INVITÉE D'HONNEUR
WALKER Lise	Orléans	U.C.F.O.
WALLACE Claire	North Bay	COMITÉ DE PLANIFICATION
WILLIS Judith	Elliot Lake	A.C.F.O.
WIRTZ Nicole	Hamilton	Collège Mohawk d'arts appliqués
WOODS Debbie	Toronto	SECRÉTARIAT - C.A.F.O.